

Subject: Re: F22 and W23 teaching schedule

From: Richard Mann <mannr@uwaterloo.ca>

Date: 4/12/22, 12:08

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

CC: Mark Giesbrecht <mwg@uwaterloo.ca>, Roydon Fraser <rafraser@uwaterloo.ca>, Vice Pres Academic Provost <provost@uwaterloo.ca>, Chelsey Heystee <cheystee@uwaterloo.ca>, Karen Parkinson <kparkinson@uwaterloo.ca>, "Lori Curtis" <ljcurtis@uwaterloo.ca>

April 12, 2022

To: Raouf (Chair)

CC: Mark Geisbrecht (Dean, Employer)

CC: Roydon Fraser (FAUW)

CC: Lori Curtis (Previous faculty Rep, current FAUW President)

CC: James Rush, Vice Pres Academic Provost

CC: Karen Parkinson (Occupational Health)

CC: Chelsey Heystee (Human Resources)

Dear CS Director

Are you aware of my history in this department?

Before you were Chair I began negotiations to reduce my teaching load several times with FAUW, many Chairs, and most recently Mark Geisbrecht, as Chair.

The negotiations did not conclude, and no final document was produced. However, negotiations ongoing and were occurring before the Pandemic hit.

Meanwhile, since 2016 I have been teaching a project based course CS498/ 698 (Computational Sound), providing numerous independent projects each year. The course has been well received, and even acknowledged by the previous Chair. Further the course has attracted outside students from several branches of Engineering and also Physics.

Finally CS498 was approved for W22, before it was removed, without my permission, from CS.

I have documented this history, including the history of negotiations with Mark Geisbrecht, while as Chair, and while as Dean.

I remind you that based on my past history within the University and the specific nature of my medical accommodations, which are primarily related to toxic work environment experienced in the past, it would be appropriate to take this discussion to a neutral third party.

In the most recent FAUW negotiations (Lori Curtis was my rep) we established that the Dean is my official employer. However, since the current Dean is already involved as my previous Chair, we must find an alternate route.

Sincerely,
Richard Mann
Waterloo ON

On 4/12/22 10:38, CS Director wrote:

Dear Richard,

As per my previous email, I have communicated to you your teaching assignment, that is two sections of CS251 in the fall, and one section in the winter. This assignment is to a course you have taught more than 20 times already. It is completely consistent with your accommodation agreement from July 23, 2011. I am not aware of any subsequent accommodation agreement.

Looking forward to having you back.

Best
Raouf

On Apr 11, 2022, at 5:38 PM, Richard Mann <mannr@uwaterloo.ca> wrote:

April 11, 2022

Dear Raouf (CS Director)

CC: Mark Geisbrecht (Dean, Employer)
CC: Roydon Fraser (FAUW)
CC: James Rush, Vice Pres Academic Provost
CC: Karen Parkinson (Occupational Health)
CC: Chelsey Heystee (Human Resources)

Please find attached my Medical note,

I ask that you take into account my medical accommodations before assigning duties.

In particular, I do not expect any changes to my teaching duties from before my medical leave.

I will discuss these matters further with appropriate persons before proceeding.

Richard Mann

Attached: Doctor's note

<2xAe0QSE4xa6eecg.jpeg>

On 4/11/22 16:20, CS Director wrote:

Dear Richard,

I hope all is well.

I understand from your website that you are planning to return from your medical leave on May 8. In accordance with your accommodation agreement, I would like to provide you with your teaching assignments for the upcoming Fall and Winter terms as follows:

Fall 2022: 2 sections of CS 251

Winter 2023: At your choice 1 or 2 sections of CS 251

You do not need to respond until after you return to work.

Best
Raouf