Subject: Re: F22 and W23 teaching schedule
From: Richard Mann <mannr@uwaterloo.ca>
Date: 4/23/22, 23:45
To: Mark Giesbrecht <mwg@uwaterloo.ca>
CC: Roydon Fraser <rafraser@uwaterloo.ca>, Vice Pres Academic Provost <provost@uwaterloo.ca>, CS Director <cs-director@uwaterloo.ca>, Lori Curtis <ljcurtis@uwaterloo.ca>

Sat Apr 23, 2022

Dear Mark Giesbrecht (Dean)

You do not acknowledge my past reduced teaching loads, including those under you as chair.

You do not acknowledge the doctor's note that says my teaching must remain at my previous levels, those in place since 2016.

I cannot accept your determination.

I have not taught a course CS251 since Fall 2012, exactly one decade ago.
Since then both the architecture and the course notes have changed. (We went from MIPS to ARM, and the course was put online.)

My accommodations agreement says I need one year notice for new course, and I suggest this qualifies as a new course assignment at this point.

But on a more fundamental level, if we cannot achieve agreement, may I suggest that we first appeal to the Provost?
I note that the original accommodations agreement in 2011 had to go to Provost for signature.

If the Provost denies me, I will then take it to Occupational Health.

Sincerely,

  Richard Mann

On 4/23/22 20:50, Mark Giesbrecht wrote:

> Dear Professor Mann,
>
> Thank you for your email. Teaching assignments are in the purview of the Director of Computer Science. That said, I believe that the assignment he has provided you is consistent with your accommodation agreement and teaching load. As Professor Boutaba notes, CS251 is a course that you have taught more than 20 times before.

If there is a concern with your accommodation agreement from 2011, this needs to be addressed through Occupational Health. I would suggest you continue FAUW representation in any such discussions.

This is a separate discussion from your return to work, and as Professor Boutaba has noted, there is no need to respond on your fall teaching assignment until after your return.

I note that the standard teaching load for professors in computer science is 4 courses per year. There is a one-course reduction for sufficient graduate student supervision. Every effort is made to match the teaching preferences of faculty with the needs of our students to have courses taught. I know our scheduling team has worked hard to make this possible and to meet our obligations with our amazing undergrads. Thank you for your understanding.

Yours truly,

Mark Giesbrecht

‎—
Dr. Mark Giesbrecht
Dean, Faculty of Mathematics. Professor, David R. Cheriton School of Computer Science
University of Waterloo, Canada.   Email: mwg@uwaterloo.ca URL: https://cs.uwaterloo.ca/~mwg

On Apr 15, 2022, at 21:57, Richard Mann <mannr@uwaterloo.ca> wrote:

Sat April 16, 2022

To: Mark Geisbrecht, Dean of Mathematics
CC:
Raouf Boutaba (Professor and Director, Computer Science)
James Rush (Vice President, Provost)
Roydon Fraser (FAUW)
Lori Curtis (FAUW, former rep, now president FAUW)

Dear Professor Geisbrecht,

As you are aware, I have been under medical accommodations, including a reduced teaching load for many years, including during your time as CS Director.

On Feb 2, 2022 and again on Apr 11, 2022 my Doctor has written that this current teaching assignment (since 2016) should continue.

I am writing to ask you to over turn the Chair's teaching assignment and return my teaching, both the load and the course offered, to the state before the Pandemic.

If there are negotiations necessary to adjust my previous accommodations (from 2011), I suggest that we begin a negotiation of that as a separate process, independent of my current return to work.

I do note that medical accommodations do not appear to have specific limits, such as work loads or particular assignments. My objective has always been to develop a productive work relationship and I hope that can continue.

Sincerely,
  Richard Mann
  Waterloo ON

PS: Please see attached correspondence about my teaching (Dec 11, 2020). In particular, at the time the School of Computer Science blocked enrollment from non CS students. I wrote you at that time (Dec 11, 2020) to ask you to override the School's decision.

Attached, correspondence Dec 11, 2020. (Student information redacted).

December 11, 2020

Prof Mark Giesbrecht,
Dean of Math

CC: Kate Larson
CC: Brad Lushman
CC: Sara O'Donnell

Dear Professor Giesbrecht,

I am writing to ask permission to enroll a NON CS (Mathematics) student in my Computer Science course (CS489/698 -- Advanced Topics in Computer Science) for W21 term.

As you are aware, I am teaching a project-based course, targeted to both graduate and undergraduate students.

The course serves mostly third and fourth year CS students, however during the last five years I have had several students from different units including Mathematics, Engineering (System Design, Computer Engineering and Physics.

The course is multidisciplinary in nature, considering all areas of sound, including music, analog and digital signal processing, acoustics, measurements, perception and machine learning. Students choose their own project topic, and may choose

whether to work alone or in groups. Students present their work at the end of term.

I am told by CS (see Attached note) that all CS courses are limited to CS students only. Further, I am told that if I want to change this I must appeal to "curriculum committee" at some future date.

I fundamentally disagree with this rule as it limits my audience for teaching and graduate students in this interdisciplinary area. Further I believe the course will suffer from a lack of diversity if I am limited to CS students.

For this reason I am petitioning to request open enrollment of students in my class. I understand and agree that CS students will be given priority should the enrollment become limited.

Thank you for your consideration,

  Richard Mann

PS: I note that a recent graduate student came to me by Physics. After taking a minor in CS, he took my project course, and went on to do a Masters in Applied Math under my joint supervision.

Attached: Correspondence with Computer Science and Math

On 12/10/20 2:38 PM, Kate Larson wrote:

Hello Richard

Brad is correct. CS classes (including CS 489's) are restricted to CS students. I can certainly have this re-discussed at a future UAPC meeting but I will note that we are looking at a very large number of CS students in our program right now so there is going to be pressure on our courses in the future.

That said, the one place where I could consider an exception to this rule would be for a reading course (CS499R). These are very different in nature from all of our other classes (including a CS489) since the instructor is, basically, volunteering their time to work with a strong student who is interested in gaining deeper knowledge in a particular topic. I do not know if that would be an option you would be interested in (or if the student is eligible in terms of grade requirements, or if this is acceptable to the advisors of their program) but there is, in principle, flexibility there.

Best,

Kate

From: Richard Mann <u><mannr@uwaterloo.ca></u>
Date: Thursday, December 10, 2020 at 5:06 AM
To: Brad Lushman <u><bmlushma@plg.uwaterloo.ca></u>
Cc: Sara O'Donnell <u><sara.odonnell@uwaterloo.ca></u>, Kate Larson <u><kate.larson@uwaterloo.ca></u>
Subject: Re: FW: FW: Enrollment into CS 487 Winter 2021

I realize that CS 489's are, in a sense, different, but they can be used toward CS degree requirements, so they're also, in a sense, the same as other CS courses. For this reason, and because of the strictness with which we have had to apply this policy in the past, I'm asking Kate for an opinion on this question. The decision would likely be precedent-setting.

Brad

Oops. I see CS489 might be treated differently than general CS classes.

For the record I have had NON CS students enrolled in past years.

Thanks,
 Richard

On 12/10/20 1:53 AM, Richard Mann wrote:

On 12/10/20 1:51 AM, Brad Lushman wrote:

Richard,

<u>The directive that we should not override non-CS courses into courses designated as CS-only comes to us from the former Dean.</u> It's based on the idea that CS students pay a lot of money for their program, so it's unfair to our students to offer the same courses to other students at an extreme discount.

Can you please name the individual? Was it taken to a vote?
I would like to appeal this decision.

Thanks,
  Richard

I realize that CS 489's are, in a sense, different, but they can be used toward CS
degree requirements, so they're also, in a sense, the same as other CS courses.
For this reason, and because of the strictness with which we have had to apply this
policy in the past, I'm asking Kate for an opinion on this question. The decision
would likely be precedent-setting.

Brad

On Thu, 10 Dec 2020, Richard Mann wrote:

Dear Brad Lushman,
CC: Kate Larson (Undergraduate Chair),
CC: Sara O'Donnell (Math)

Dear Brad,

Can I please sign a NON CS person in my class? (CS489 -- Advanced Topics in CS).

I have done this in the past (including students from Engineering and Physics) and
would like to continue to do so if possible.

Thanks,
  Richard Mann

On 12/9/20 9:12 PM, Sara O'Donnell wrote:

Hello Richard,

(redacted) got in touch with me. I hadn't realised that CS 489 courses could be
overridden for non-CS students (I thought it had changed since my time as a CS
advisor). However, I checked with Brad Lushman and unfortunately (redacted)
cannot take CS 489 Computational Audio because he isn't a CS student. If you
disagree then you should chat to Kate Larson about it.

Will you tell (redacted) or shall I?

Sara

-----Original Message-----
From: Sara O'Donnell
Sent: Wednesday, 9 December 2020 9:09 PM
To: Brad Lushman <bmlushma@plg.uwaterloo.ca>
Subject: RE: FW: Enrollment into CS 487 Winter 2021

Thanks, Brad. I'll let him know that.

Sara

-----Original Message-----
From: Brad Lushman <bmlushma@plg.uwaterloo.ca>
Sent: Wednesday, 9 December 2020 9:02 PM
To: Sara O'Donnell <sara.odonnell@uwaterloo.ca>
Subject: RE: FW: Enrollment into CS 487 Winter 2021

If I had to guess, I'd say he doesn't realize that about CS 489 courses.
He also probably genuinely wants to teach everyone who's interested, which is admirable. But it is what it is. We have to say no. If Richard resists, he'll have to take it up with Kate Larson.

Brad

On Thu, 10 Dec 2020, Sara O'Donnell wrote:

That's what I remember too. So why is Richard telling students that/how do we resolve this?

Sara

-----Original Message-----
From: Brad Lushman <bmlushma@plg.uwaterloo.ca>
Sent: Wednesday, 9 December 2020 8:43 PM
To: Sara O'Donnell <sara.odonnell@uwaterloo.ca>
Subject: Re: FW: Enrollment into CS 487 Winter 2021

Hi Sara,

CS 489 is designated as being for CS students only. We're not supposed to override that.

Brad

On Wed, 9 Dec 2020, Sara O'Donnell wrote:

Hi Brad,

Richard Mann gave permission for my CM student, (redacted) (xxxxxxxx), to be enrolled in CS 489 in W21 even though he isn't a CS student.

Can (redacted) be added to the course now or does he need to wait until the first week of class?

Sara

Sara O'Donnell

Academic Advisor, International

Math Undergraduate Office

University of Waterloo

Pronouns I use: she, her, hers and they, them, theirs.

Please always include your uWaterloo eight-digit student number in your messages and make sure to use your Waterloo e-mail account.

The information in this message, including any attachments, may contain confidential or personal information intended only for the person(s) named above and that may be subject to the provisions of the Freedom of Information and Protection of Privacy Act or other applicable privacy legislation. Any other distribution, printing, copying or disclosure which is not necessary and proper in the discharge of the University's functions is strictly prohibited. If you are not the intended recipient or have received this message in error, please notify us immediately by reply e-mail and permanently

delete the original transmission from us, including any attachments, without making a copy. Thank you.

From: (redacted)
Sent: Tuesday, 8 December 2020 5:01 PM
To: Sara O'Donnell <sara.odonnell@uwaterloo.ca>
Subject: FW: Enrollment into CS 487 Winter 2021

Good afternoon Sara,

I was hoping to enroll into CS 489 next term in replacement of STAT 442.

I have emailed Prof. Mann about enrolling, attached below.

Prof. Mann said I would be good to enroll and I should contact you about enrolling into the course.

They said I would also have to contact a CS advisor/undergraduate coordinator/general admin in regards to enrolling.

I wondering if you had more knowledge on who specifically I should contact and what the next steps would be.

Thanks in advance,

(name Redacted)

(student # Redacted)

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