

Subject: Letter to Provost, Re: medical accommodations

From: Richard Mann <mannr@uwaterloo.ca>

Date: 4/26/22, 12:46

To: Vice Pres Academic Provost <provost@uwaterloo.ca>, Mark Giesbrecht <mwg@uwaterloo.ca>, <deanmath@uwaterloo.ca>, Computer Science Director <cs-director@uwaterloo.ca>, Lori Curtis <ljcurtis@uwaterloo.ca>, "Roydon Fraser" <rafraser@uwaterloo.ca>

Tues Apr 26 2022

To: Professor James Rush, Provost

CC: Professor Mark Giesbrecht (Dean Math, former Chair CS)

CC: Professor Raouf Boutaba (Chair, CS)

CC: Professor Lori Curtis (prev FAUW rep, current president FAUW)

CC: Professor Sally Gunz (prev FAUW rep)

CC: Professor Roydon Fraser (current FAUW rep)

Dear Professor Rush

Context:

I have encountered many difficulties at Waterloo. These may broadly be described as a toxic work environment, which has also taken on academic bullying, both before and after the Pandemic.

These issues began soon after I arrived at Waterloo. I began seeing the FAUW about performance reviews and the lack of clarity on this topic. I have what some may call a disability, others may would call it anxiety and depression. The result is that I am unable to function when there is a lack of clarity or transparency and for this reason I became involved with FAUW and Occupational Health.

These were already mentioned in my Appeal of suspension (Nov 17, 2021, Attached). I refer you to submitted material "Additional comments regarding the lack of consultation between the Dean of Mathematics and myself which must also be taken into consideration".

My previous accommodation focused on performance reviews, and on control over timing and choice of my teaching duties. In addition to duplicate sections, I was

allowed control over sections so that I was not co teaching with others, a significant problem for me in the past. I began negotiation with Sally Gunz and after many unsuccessful attempts, achieved an agreement in 2011. At that point we instituted a fixed performance review number and this was approved by a former Provost.

Since 2011 a lot has changed. In particular, I took medical leave in 2014, and did not return to teaching until 2016. Beginning 2016 I developed my own course, a project based course, which has high engagement students and has allowed me to flourish both in instruction and research.

As mentioned in previous correspondence I have continued to teach my project course, while negotiating with Lori Curtis (FAUW, current President). This negotiation was ongoing until the Pandemic started.

Request:

I am writing to ask that you,

1. Re instate my teaching duties to those before my medical leave.
2. Begin a new negotiation of medical accommodations, with a goal of achieving a negotiated settlement on a finite duration time window.

I remind you that medical accommodations do not specify a required work load or specific duties.

So far neither the Chair nor the Dean has addressed those issues. In fact, they have ignored my most recent medical documentation.

I ask that you inform me of your decision as soon as possible and certainly before my back to work date.

Sincerely,

Richard Mann

Waterloo ON

Attached:

A. Appeal of Suspension, Nov 11, 2021. See "Additional comments regarding the lack of consultation between the Dean of

Mathematics and myself which must also be taken into consideration"

B. Correspondence with Occupational Health, Apr 8 2022.

C. Correspondence with Chair, Apr 12, 2022.

D. Correspondence with Dean, Apr 24, 2022.

— Attachments: —

2021-11-17-Grievance.pdf	58.0 KB
2022-04-08-OccupationalHealth.pdf	152 KB
2022-04-12-ReturnToWork2.pdf	44.9 KB
2022-04-23-ReturnToWork5.pdf	75.6 KB