

Subject: Re: Letter to Provost, Re: medical accommodations

From: Mark Giesbrecht <mwg@uwaterloo.ca>

Date: 5/19/22, 13:41

To: Richard Mann <mannr@uwaterloo.ca>

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

Dear Professor Mann,

I am writing to follow up on your email and welcome you back to campus. However, I have confirmed that as of this morning – May 19th, 2022 - no request has been received by Occupational Health for either a new medical accommodation or continued medical absence. In the absence of any approved absence or accommodation, I am expecting that you have now returned to full duties, subject to the provisions in your 2011 accommodation agreement, including research, service and teaching. I would also like to reiterate and confirm the teaching assignment for the upcoming terms (F22 and W23), as assigned by the Director of CS. Any changes to this or further accommodation agreements must be handled through application to Occupational Health.

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 May 7, 2022, at 7:04 PM, Richard Mann <mannr@uwaterloo.ca> wrote:

May 7 2022

Dear Professor Rush
CC: others

I have take an day to reflect,

Stress is bad for me.

The previous return to work was based on a return to historical (2016--2021) duties.

Changing both course taught and term taught will cause me unnecessary stress.

Therefore I will be applying ASAP to my Doctor for a graduated return to work.

What this means in practice is that I will not be ready to teach CS251 in the Fall of 2022.

I will need preparation time, to prepare for Winter 2023 at the earliest.

Sincerely,
Richard Mann

On 5/4/22 14:58, Vice Pres Academic Provost wrote:

Dear Professor Mann,

I am writing in response to your April 26 and May 2 emails which I have read and considered.

Decisions related to teaching duties are made at the department and faculty levels. Accordingly, I am not in a position to reinstate your former teaching duties (nor would I be in a position to determine the teaching duties for any other faculty members in Computer Science, or any other department).

With respect to possible new medical accommodations, I will echo the statements made by Dean Giesbrecht in his April 23 email. The process for putting new medical accommodations in place would generally entail the following. You would first submit appropriate medical documentation to Occupational Health, to allow Occupational Health to assess your restrictions. This would be followed by discussions between you, Occupational Health, your Department and, if you wish, FAUW, to develop a plan and to put appropriate accommodations in place, based on your medical restrictions.

I hope this email helps to clarify matters and, if you do require further medical accommodation, I would encourage you to continue to engage with Occupational Health.

Best Regards,

James W.E. Rush
Vice-President Academic and Provost
University of Waterloo
200 University Ave. W.
Waterloo, ON, CANADA N2L3G1

From: Richard Mann <mannr@uwaterloo.ca>

Date: Tuesday, April 26, 2022 at 12:46 PM

To: Vice Pres Academic Provost <provost@uwaterloo.ca>, Mark Giesbrecht <mwg@uwaterloo.ca>, Dean of Math <deanmath@uwaterloo.ca>, CS Director <cs-director@uwaterloo.ca>, Lori Curtis <lcurtis@uwaterloo.ca>, Roydon Fraser <rafraser@uwaterloo.ca>

Subject: Letter to Provost, Re: medical accommodations

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.