

**Re: Accommodation Request response**

Richard Mann <mannr@uwaterloo.ca>

Sun 11/6/2022 3:06 PM

To: Mark Giesbrecht <mwg@uwaterloo.ca>

Cc: Karen Parkinson <kparkinson@uwaterloo.ca>

Sunday Nov 6 2022

Dear Dean Mark Giesbrecht,  
CC: Karen Parkinson Occupational Health

I note that in every aspect the new accommodations reduce the privileges and considerations given in the 2010/2011 version.

My 2010/11 accommodations focused on performance evaluations, setting the number to a default value (1.4) to avoid the ongoing and continuous conflict between myself and my Chair over these numbers. Also graduate student supervision was not required. My teaching load (three courses then) was not conditional on graduate students or any other condition.

I went from one course per year from 2016—2021, most of that under your directorship.

You are now 'transitioning' me to a new agreement with three (or four) courses in year 2022/2023. Further you add additional stress with your requirements that I take graduate students or teach more courses.

I suggested to Occupational Health that the sensible thing would be to put my teaching load at two sections per year.

Teaching double sections causes great stress and it leaves with no energy to develop curriculum needed to move the course forward, we identified that.

I am more than happy to suggest other things, like supervising undergraduate projects, however, making my teaching assignments and/or performance evaluation contingent upon graduate students is counterproductive.

I want to help to contribute to the school, but cannot do this under the stress of the workplace.

In my mind threats of pay cessation from the Provost and your initial refusal to address my teaching assignments in the spring. That adds stress and causes me severe emotional and psychological hardship.

I will be revisiting my psychologist to document the ongoing stress.

In the meantime I continue work preparing for CS251 in Winter 2023. Can you assure me that I will be teaching this course, or do you (or the Provost) intend to take this away from me?

Meanwhile, all the time/ energy lost in my preparation is entirely due to failure of Chair, yourself and Provost to solve this informally (for example, give me teaching relief in Fall 2022). Instead I was required to go through accommodation process again, which has actually generated no relief on my workload.

I ask that we meet in person to discuss this, and that I be allowed to bring a Faculty colleague to the meeting.

Sincerely,  
Richard Mann

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**From:** Mark Giesbrecht  
**Sent:** Sunday, November 6, 2022 9:13 AM  
**To:** Richard Mann  
**Cc:** Chelsey Heystee; Karen Parkinson  
**Subject:** Re: Accommodation Request response

Dear Professor Mann,

This is to acknowledge receipt of this email (along with the other messages) and to provide the requested document, though I believe you already have it as it is now posted on your website.

I will respond to the points raised in your emails in the coming week.

Yours truly,

Mark Giesbrecht

Dr. Mark Giesbrecht  
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