

Subject: Re: My medical accommodations,

From: Mark Giesbrecht <mwg@uwaterloo.ca>

Date: 8/18/20, 09:32

To: Richard Mann <mannr@uwaterloo.ca>

CC: Robin Cohen <rcohen@cs.uwaterloo.ca>, Linda Brogden <lbrogden@uwaterloo.ca>, Katie Damphouse <mcdamphouse@uwaterloo.ca>, "Lori Curtis" <ljcurtis@uwaterloo.ca>

Dear Richard,

My apologies for the delay in getting back to you. It is a very busy time for everyone. I have consulted with the Director of CS, Prof. Boutaba, for consistency of response on your case. We agree the right thing to do now, as you suggest, is to keep your existing work arrangement and delay ongoing negotiations. Since we do not know when the pandemic will "end", I would suggest we review your situation in April 2021.

During this time you will continue the teaching arrangement and funding for your students as per our last agreement (with me as Director). Plans for your upcoming sabbatical must be done through your Director, as per Policy 3, and approved by me as Dean. I see no obvious impediment to your application from my perspective.

Yours truly,

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 Jul 28, 2020, at 11:21 PM, Richard Mann <mannr@uwaterloo.ca> wrote:

Prof Mark Giesbrecht, Dean of Math

CC: Prof Lori Curtis, FAUW Rep

CC: Katie, FAUW Staff

CC: Linda Brogden

CC: Robin Cohen, CS

Dear Professor Giesbrecht,

As you are aware I have been under medical accommodations for a very long time. I have communicated with numerous FAUW and Chairs over the years. Our final negotiation went all the way up the provost and this is what you saw as incoming Chair.

During your tenure as Chair I was under (further) reduced teaching load. Anticipating that a new agreement was necessary, I began discussion with FAUW and we have worked together on this project, including a personal meeting with you.

As far as I understand this was an unofficial meeting, while an interim chair was in charge. During that meeting you made it clear that no agreement was achieved. The only notable suggestion was that you may consider funding my student(s), should funding be available in the School. In fact I have benefited from this funding and I currently have one Masters student.

Since meeting you I have met FAUW to discuss my situation. At that point FAUW and myself decided:

- in future, negotiations should not involve the Chair,
- since a new Dean was coming, we would try to wait until after 2019/2020 activity report to restart negotiations,
- throughout this process I have met regularly with my own doctor and had them provided medical documentation to Linda Brogden.

Since my case is long and detailed, I was realistically suggesting to begin negotiations after my W21 teaching was complete.

However now that the new Chair has arrived (as of July 1, 2020), I may have to address some of those issues sooner.

In particular, I do not know that the current chair has been informed of my accommodations and the current status of our ongoing negotiations.

I have communicated with my Faculty rep and requested the following.

1. my continued work duties (including teaching assignment) be maintained, until a new deal is negotiated,
2. I receive continued funding of my student,
3. I can plan for a Sabbatical leave on Sept 2021.

As I have informed you in our private meeting, this medical accommodation process has been difficult for me. In

addition to harming my health, it has reduced my workplace effectiveness. For this reason I have been communicating with FAUW, asking them to negotiate on my behalf. Unfortunately they have not been able to do so, so I must write you directly.

Finally, we are all under increased stress due to Pandemic. In fact, most administrative processes, including medical accommodations will be delayed. Further this adds to my own personal stress.

So, what is the solution?

I am writing to ask if there was a way to keep my existing work arrangement, communicate with my chair, and delay ongoing negotiation until after the Pandemic has ceased.

Is this possible?

Sincerely,
Richard Mann