**WLUFA Full-Time Liaison, Waterloo Campus**

**October 2 Drop-in: Report of issues raised by members**

There were five members who attended the drop-in session. Each brought a specific issue (or issues) to the discussion.

1. Governance. Will governance issues make their way to the bargaining table in this round?
2. The Dean of Arts provides tenure-track members with a letter commenting on their annual reports of activities, include comments about teaching evaluation scores. There is concern that this is not appropriate in light of the Kaplan decision, and could put some members at risk during candidacy and tenure processes. The member raising this issue provided his own letter as an example to share with WLUFA staff/Executive.
3. Recent emails from the ALC regarding students with specific health conditions to be managed in the classroom raise issues about the extent of faculty members’ responsibility for such students. The emails use somewhat alarming language. Classrooms are not all equipped with phones to call security. Is the ALC/the university dealing with these students in a manner that is effective and appropriate, and are faculty members being asked to take on additional responsibilities for which they do not have adequate training?
4. The ALC is not able to provide alternate testing support for students who are in courses that involve physical specimens (e.g. Geology or Archaeology), and has requested that instructors themselves make alternate testing arrangements. This is usually not feasible. What is the appropriate response here so that unrealistic and unfair expectations are not put on faculty members and/or their TAs?
5. The onboarding process for new CTF members is inadequate, existing as a patchwork of efforts by individual faculties, departments and programs. A more robust centralized source of key policies, best practices, contacts and other information is needed. The lack of such a centralized resource has implications for CTF members, staff and students.
6. In some areas CTF members do not have adequate after-hours access to departmental resources such as printing. For members teaching in the evening this can be a significant problem and sometimes means that they need to use their own resources to print or copy materials off-campus.
7. Librarians often have a more difficult time than faculty members taking advantage of their eligibility for academic and professional leave. The specialized nature of roles may make some librarians feel that they cannot take leave because crucial aspects of their job will simply not get done in their absence. A similar issue sometimes occurs in LSBE, where members who teach specialized courses are tasked with finding their own replacement in order to be able to take advantage of eligibility for a sabbatical.

Management in both areas needs to do a better job of ensuring that members feel encouraged and supported to take leave when it would contribute to their professional and academic development and activities. The burden of ensuring that teaching or other professional functions continue in their absence should fall to their managers, not to them.

1. A couple of years back, when WLUFA raised the issue of members’ intellectual property rights in relation to students’ participation in online platforms like OneClass, the senior administration indicated that it would work towards a policy that would address the concern. Many faculty members use the statement developed by WLUFA on their syllabi. However, without institutional substance behind it the statement has little weight. Can WLUFA raise this matter with senior administration again to ensure that action is taken? The commercialization of faculty members’ intellectual property has implications not only for faculty but also for the university as a whole, including financial implications as the university starts to move into revenue-generating program delivery.
2. There is concern that the university does not have robust supports in place for faculty members who become targets of intimidation or ad hominem attacks on social media or otherwise as a result of their teaching, research or other duties. This is especially concerning in light of faculty concerns about failures in this regard during events in 2017-18.
3. Faculty members have ongoing concern for the way Laurier is perceived by the broader public and prospective students as a result of large street parties. There are concerns about the reputational impacts for faculty, students and alumni, and some faculty feel that not enough is being done to counteract the pattern of student behaviour and generate a shared culture of pride in the university’s reputation.