

From: [FAFA](#) on behalf of [FA President](#)
To: fafa@lists.uvic.ca
Subject: [Fafa] Return to In-Person Teaching Issues
Date: January 21, 2022 6:13:25 PM
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Dear Members,

Guidelines for Absences

I hope that all is well with you, or as well as possible in these challenging times. As you have probably heard from your Chair/Director, the Administration provided some guidelines for Chairs yesterday about how to address absences of up to two weeks.

The guidelines allow you to make a request to your Chair for permission to move your courses online for up to two weeks at a time for various reasons, including if you are required to isolate, care for an ill child/other dependent, or your child's school or daycare closed/went online temporarily, or because a significant proportion of your students are isolating or not well enough to come to class. You can contact your Chair/Director for further details.

If more than one of these situations arises over the term, then with the permission of your Chair/Director, you could move your class online for additional two week periods, as needed. The Association appreciates that the Administration is encouraging flexible, compassionate and creative responses where possible.

Sick leave

If you are very mildly ill, or almost fully recovered but not yet well enough to return to face to face teaching, you could also request of your Chair that you be allowed to teach online for up to two weeks. However, both the Association and the Administration discourage you from teaching in any modality if you are not feeling well. In that case, you should take sick leave and focus on recovery. Your Chair/Director will make other arrangements for your class.

Not required to teach in two modalities

I have heard from members that some students are requesting to remain online for the term, but the Administration is clear that you are not required to teach in two modalities to support these students. However, the Administration is encouraging instructors to record lectures so that they are available for students who are ill or isolating. The Administration has clearly indicated that additional TA support will be provided from the Vice President Academic's office to assist with additional work involved in recording and uploading lectures and other course materials, and in addressing other extraordinary situations created by current pandemic conditions. If there are TAs in your

department who could provide this support you should contact your Chair/Director about these additional funds. The LTSI is also providing training for TAs to enable them to do this recording for you. However, you are not required to do such recording, and you can assist students to catch up on missed classes in other ways, as you may have done in pre-COVID times.

CES for this term

Given the extraordinary challenges facing both instructors and students this term, the Association has requested that CES not be used for evaluation this term, unless an instructor chooses to use it for this purpose, as was the agreement for 2020 and spring 2021.

We will let you know when we hear back from the Administration about this request.

Concluding Comments

I am aware that while some of you are pleased to be returning to face-to-face instruction, many others have told us of your concerns to be among the first research universities in Canada to return to in person learning. The Association continues to express our concern about the extent to which the BC government limits university autonomy. However, as today's email from Kane Kilbey and Susan Lewis noted, the Administration is confident in taking the direction of the Public Health Office on these matters.

If you have any concerns after returning to face-to-face instruction, don't hesitate to contact us for advice, support or advocacy.

While I will be focusing more of my attention on bargaining issues as the Association's Chief Negotiator in the coming weeks, I will still be available for urgent matters. However, I would encourage you to also reach out to our Vice President, Monica Prendergast, at vicepresfa@uvic.ca, who will be taking over some of my regular responsibilities over the next several months, or to our membership services staff:

Reuben Kellen: msofa@uvic.ca

Ben Johnson: advisorfa@uvic.ca

Nathan Todd: uvicfa@uvic.ca

I hope that the return to in person teaching goes well for you.

All the very best,

Lynne

Lynne Marks

President, University of Victoria Faculty Association <http://www.uvicfa.ca/>

Professor, Department of History

<https://www.uvic.ca/humanities/history/people/faculty/markslynne.php>

University of Victoria

Victoria, B.C.

We recognize with respect the WSÁNEĆ (Saanich), Wyomilth (Esquimalt), and Lkwungen

(Songhees) peoples on whose territories the University of Victoria stands, and whose relationships with this land remain profound today.

We acknowledge the devastation that government-created residential schools and Indian hospitals has inflicted on the health and wellbeing of Indigenous peoples and the ongoing effects of concentric trauma that continue to this day.