

**From:** FAFA on behalf of FA President  
**To:** fafa@lists.uvic.ca  
**Subject:** [Fafa] CES and other COVID News  
**Date:** February 3, 2022 5:53:17 PM  
**Attachments:** LOU CES and timelines Feb 2022.pdf  
ATT00001.txt

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Dear Colleagues,

### **CES and Salary Deadlines**

I hope that all is well with you. I'm pleased to let you know that given the various disruptions of this term, the Administration has agreed to the Association's request that CES will not be used in evaluation this term, unless the faculty member decides that they wish to include it in the materials they submit for evaluation. Thus CES will only be used in evaluation if you choose to include it, on the same basis as was true for all terms in 2020, and the January 2021 term. See 2022 additions to the attached Letter of Understanding (LOU).

In the attached LOU the Administration has also agreed to extend the Deans' deadline to submit salary recommendations to the Provost for those Faculties currently going through salary evaluation, to June 30th, 2022. This will likely mean that internal deadlines for Chairs/Directors recommendations to the Deans will also be extended. I know that many of you have already submitted salary material to your Chairs, but if you haven't, this may mean that your deadlines will be extended, although that will be an internal Faculty matter.

### **Guidelines for Temporarily Moving Classes Online**

I want to remind you that the Administration has provided some guidelines for Chairs regarding when an instructor may need to temporarily move classes online. 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.

### **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.

### **Feedback to the Administration**

If you have any feedback regarding health and safety issues for this term, or the nature of support being provided by the Administration, the Association has created an anonymous feedback form that you can use to provide such comments, if you wish to do so. We would then forward these comments to the Administration. This is entirely up to you. The link is <https://www.uvicfa.ca/covid-safety-and-accommodation-feedback/>

If you wish to provide feedback but prefer to write under your own name, you can write to us directly and we will forward your comments, either with your name or anonymously, as you choose.

On behalf of the Association, I'd like to extend best wishes to all who are celebrating the Lunar New Year.

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.