

**Disruption of Academic Activities Exceeds One Week:
Completion of Courses and Finalization of Grades: Preliminary Options**

**Communication from the Executive Committee of Senate
4 March 2024**

The academic disruption resulting from a strike by members of CUPE 3903 reached its seventh full day on 3 March 2024. The disruption is now “long” as defined by the [*Senate Policy on the Academic Implications of Disruptions or Cessations of University Business Due to Labour Disputes or Other Causes*](#).

A disruption of one full week or more means that some changes to class schedules will be necessary for courses that have not continued. There will also be modifications to normal academic regulations.

Senate Executive continues to monitor the disruption to academic activities. A set of options for completing courses and finalizing grades is being developed. Several options have been authorized by the Executive Committee today, effective immediately. The options are designed to promote flexibility while adhering to the principles of academic integrity and fairness to students, which are at the core of Senate’s Disruption Policy. These options are to cover:

- i. courses that have continued since the disruption of academic activities began on 26 February 2024, either in-person or remotely
- ii. courses that have been suspended

Summary of Options and Modifications Available as of 4 March 2024	
For courses that have continued	For courses that are suspended
<ul style="list-style-type: none"> • No change in length of the winter term • Normal class schedule applies unless instructor arranges alternative scheduling • Final day of exams is no later than April 26 • Extension of deadline to withdraw from course without receiving a grade • Students who are either unable or have chosen not to participate during the strike are entitled to complete the course after the disruption is over; course directors have same options as for courses that were suspended. 	<ul style="list-style-type: none"> • Revised class schedule to be announced after the conclusion of the strike • Revised examination schedule to be announced after the conclusion of the strike • Extension of deadline to withdraw from a course without receiving a grade • Cushion period before assignments are due and tests are held when classes resume

Fuller details about each of the options are set out below.

Term Length for Courses that have *Continued*

For courses that have continued during the disruption, there will be no alteration of the length of the term. Classes and activities for these courses will continue on the original schedule. The exception is courses with labs that are not continuing but the class components are proceeding; the labs will be rescheduled upon the conclusion of the labour disruption.

Note, course directors may arrange for alternative scheduling if needed to adjust the delivery of some elements of the course, for example due to non-participation by some students. Alternative scheduling at a time that is convenient for students and instructors can be arranged through the Office of the University Registrar.

Term Length for Courses that are *Suspended*

In the case of courses that have been suspended, a modified schedule will be announced. There will be a reduction in the length of the term for these courses and there will be a compressed remediation and examination schedule as a result. Details on the revised term will be announced following the end of the strike. Exceptions will apply to programs that have strict accreditation requirements that define the length of term.

When suspended courses resume, alternative scheduling of presentations, performances, labs, practica (that is, outside of regularly scheduled class meets) can be arranged through the Office of the University Registrar at a time that is convenient for instructors and students.

Final Examination Schedules for Courses that have *Continued*

The formal examination schedule for courses that have continued through the disruption - and students who are participating in those courses - **will end no later than 26 April 2024**. This does not apply to courses that are currently suspended.

Even in courses that continued through the disruption, it may not be possible for some examinations to proceed as scheduled. As a result, there may be some changes to examination dates prior to April 26. Additionally, students needing accommodation for extenuating circumstances related to the disruption have the option to seek deferred standing through their course instructor or the petitions process. The searchable final examination schedule for courses that are continuing is posted on the Office of the University Registrar [website](#).

Examination Schedules for Courses that are *Suspended*

An examination schedule for courses that are suspended will be announced when the disruption ends and posted on the Office of the University Registrar website. A compressed examination schedule can be expected. This is also the examination schedule for students who were unable or chose not to participate in courses that continued.

Cushion Period Before Assignments are Due and Tests Set in Revised Schedules

Instructors in courses that will resume are urged to help re-orient students to their studies and discuss options and possible changes with them before and during the first class.

There should be a cushion period before assignments are due and tests / mid-terms are held. Tests / mid-terms should not be held, and the submission of assignments should not be required, in any course (regardless of delivery mode) until at least one class “meet” has been held or one week has occurred, whichever is the longer of the two scenarios. This does not apply to assignments or work such as laboratory exercises which are typically assigned and submitted as a regular and integral part of the laboratory session).

Withdraw from a course without receiving a grade

As already [announced](#) by Senate Executive, the last day to withdraw from Winter term undergraduate courses without receiving a grade has been extended to the last day of classes. Currently the last day of classes is 8 April 2024. If the length of the disruption results in a decision by Senate Executive to change term dates, the deadline to drop a course will remain the last of classes in any revised schedule. See the Executive committee announcement for exceptions to this option.

Courses Switched from In-person to Asynchronous Online Delivery: an Addendum

Senate Executive announced previously that as a form of remedial action, instructors can switch an in-person course / academic activity to online delivery, either synchronous or asynchronous mode, for the duration of the disruption and reported to Deans' / Principal Offices. Executive is confirming that course instructors' decision to use an asynchronous mode of delivery is subject to specific program accreditation requirements.

Record Lectures as a Form of Remedial Action

In accordance with the Senate Disruptions Policy, students who cannot or chose not to participate in academic activities during a disruption are entitled to reasonable alternative access to materials covered in their absence. Senate Executive confirms that posting recorded lectures will be included as a form of remedial action that meets the requirement to provide reasonable alternative access to materials covered in their absence. This confirmation is provided as a suggestion to assist course instructors with planning ahead.

The Senate Executive Committee is continuing to develop a full suite of course completion options; the above list of will be supplemented by additional forms of accommodation in the coming days.

As a reminder to students: When a disruption of any length occurs, no dilution of standards normally expected of students should be permitted and there should be as little diminution as possible in the instructional or supervisory support given to students. Students who do not participate in academic activities because (a) they are unable to do so owing to a Disruption, or (b) they choose not to participate in academic activities owing to a strike or lock-out on campus, are entitled to:

- immunity from penalty
- reasonable alternative access to course materials covered in their absence
- reasonable extensions of deadlines, and
- such other forms of academic accommodation as Senate deems necessary and consistent with the principle of academic integrity.

Note that the options made available to students to complete their courses are not to alter academic standards and do not guarantee students will have the same learning experience they would have received in the absence of a disruption. Students who need assistance understanding these provisions in the Senate Disruption policy can speak to their course instructor, Undergraduate / Graduate Program Director or Associate Dean in their home Faculty. The [Frequently Asked Questions](#) site is another University resource for information related to the labour disruption.

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Chair of Senate