



UPDATE ON FACULTY WORKLOAD AND APPOINTMENTS TASKFORCE

TASKFORCE MANDATE

In the July 1, 2020 - June 30, 2024 Collective Agreement, the MOU "[Regarding a taskforce to review full-time faculty workload and appointment categories](#)" resulted in the creation of the Taskforce which would examine and report back to the President of the MRFA and the Provost on:

- The way workload is determined and assigned (consultation between the Chair and the Employees in the Academic Unit, following consultation with the Dean);
- The way workload is measured (assigned SICH, registrants, the Department Average);
- The way workload can be modified (reassigned time, workload averaging, exceptions approved by the Employee and the Dean, modification to the Department Average, workload appeal).
- With respect to the categories of Senior Lecturer and the tenurable TS role, the work of the Taskforce focused on how these roles are currently differentiated and the pathway to each role.

THIS IS NOT COLLECTIVE BARGAINING BUT AN OPPORTUNITY TO CLEAR THE GROUND FOR BARGAINING IN FEBRUARY 2024

TASKFORCE MEMBERSHIP

Association representatives

- Lee Easton, Professor, Department of English, Languages and Cultures (co-chair)
- Patricia Kostouros, Professor, Child Studies & Social Work
- Brenda Lang, Fixed-Term Instructor, General Management & Human Resources
- Gülberk Koç Maclean, Senior Lecturer, Humanities

Board representatives

- Evan Cortens, Director, Institutional Research & Planning
- Jennifer Pettit, Dean of Arts
- Jonathan Withey, Dean of Science & Technology (co-Chair)
- Kelly Williams-Whitt, Dean of Business & Communication Studies

FULL-TIME FACULTY WORKLOAD ISSUES

Workload Assignment (consultation between the Chair and the Employees in the Academic Unit, following consultation with the Dean):

- The current workload assignment process outlined in Article 14. 1 should remain
- No change to work patterns
- Affirmation that the Teaching/Service (T/S) work pattern will continue to be an active appointment category, i.e. that T/S is not a vestigial category that will fade away

Consensus

- Addressing workload distribution across employees by rebalancing responsibilities is unfeasible based on the current system and the differing perspectives of the parties

No Consensus

- Fully leveraging the Department Average and the instructional workload ranges in the Collective Agreement to provide for greater flexibility and equity in workload distribution across employees.

Volume of Faculty Work

Consensus

- Workload should be equitable across employees and reductions in workload (if any) must also be equitable

No consensus

- Meaning of equity within the context of workload allocation.
- **Is this a general problem or a problem for some?**

The Association: A Generalized Problem	The Board: A Non-Generalizable Problem
<ul style="list-style-type: none"> • Increased and increasing class sizes resulting from government budget policies • Increased demands associated with “proficient scholarly teaching” • Increased focus on time-intensive pedagogies including community service learning, experiential learning, and work-integrated learning • Upward drift of expectations to meet tenure and promotion criteria • More teaching is required than at other undergraduate universities such as Acadia, Nipissing, Mount St. Vincent • Faculty mark own assignments, coordinate RAs, manage projects without support • More faculty are competing with other research universities for federally funded research grants 	<p>Not all teaching loads are equal –e.g. difference in registrants (small classes in smaller programs)</p> <p>Expectations for tenure and promotion have not changed,</p> <p>Current supports can address volume</p> <ul style="list-style-type: none"> • List A, ORSE support • Coordinating/Advising • Shifting work patterns • Department average, Individual banking • Sabbatical leaves <p>Focus on particular groups who need workload relief</p> <ul style="list-style-type: none"> • Early tenure faculty • Faculty engaging in extensive student mentorship activities, (honours, independent study, directed readings) • Indigenous faculty and faculty from other equity deserving groups • Faculty undertaking high volume, high intensity service work, internal/external

Some Areas of Consensus:

- Service commitments expected of the University should be examined
- Workload for faculty early in the tenurable period should be examined.
- Existing options in the Collective Agreement that intersect workload volume and workload distribution/flexibility should be more clearly and proactively communicated
- Resourcing for core academic supports at the University should be examined, with a view to increasing their efficacy

SENIOR LECTURERS AND PATHWAYS

Consensus

- The role of Senior Lecturer should be retained.
- The “internal first” eligibility window for Senior Lecturer positions, that is, the pathway for contract faculty to apply for Senior Lecturer positions, should be extended.
- A common understanding of “regularization” and “pathway”, where “regularization” means the automatic promotion of internal faculty after time served and a “pathway” means the prioritization of internal faculty for hiring.

No consensus

- **Pathways to tenured positions for eligible and interested permanent faculty**
- **Ways to improve the working conditions for all permanent employees**

REMAINING WORK

- Consultations with faculty who undertake teaching equivalent work
- Finalize recommendations/consensus
- Deliver Final Report for mid-September for discussion at the first regular MRFA Meeting