

January 21, 2016 WMG Update to Faculty

This is a new feature initiated by the local in order to update faculty on a more regular basis regarding workload assignments across the college so that all faculty are equitably treated by their managers. The driving force behind this particular report is the college's assignment of Professional Development

Assignment of Professional Development – Faculty Pursuing Degrees

During the Workload Monitoring Group (WMG) review of SWFs during the past few semesters, it was noticed that the college has no consistency of assigning faculty members' complementary functions when they were undertaking academic upgrading to obtain a degree. Some faculty received in excess of 20 hours per week, while others received only one or two.

In one instance, a faculty member pursuing a degree found that it was very difficult to dedicate the necessary study hours because her SWF was being continually maximized at 44 hours per week and there was no consideration for her academic upgrading. After approaching her manager, she was advised that the department did not assign such hours.

Following up, the member took her situation to WMG as a workload complaint; the WMG determined that the faculty member should receive complementary function hours and directed the manager to revise the SWF to assign 6 study hours for undergraduate degree as complementary functions.

Comment: Should you be undertaking academic upgrading to obtain a degree, the local advises you to request the appropriate complementary function hours on your SWF.

Assignment of Professional Development – Teaching Courses in Other Programs of Study

During the Workload Monitoring Group (WMG) review of 16W SWFs, it was noticed that one area of the college removed a full-time professor from his regular teaching assignments in his usual program of study and assigned him a non-teaching SWF to prepare to teach courses in another program of study in 16F.

As such, in lieu of any teaching in 16W, the faculty member was assigned only Complementary Functions - 17 hours for Professional Development and Course Development of one course and 18 hours for another course. While both of the courses are in a program of study that the faculty member had not taught in beforehand, each of the courses are well established ones.

Comment: Should you find yourself being assigned to teach any courses that are not in your program of study, then the local recommends that you ask your manager to assign you hours that are comparable to the ones that have been assigned for this particular faculty member so that you are equitably treated and have the opportunity to better prepare yourself for your new teaching assignment.

If you require any assistance on any workload matters, please contact the union office at local 7716.