

CUASA COMMUNIQUÉ

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Teaching Workload - Faculty Employees [Article 13.2]

Colleagues who take on extra teaching duties alter past practice and may find themselves permanently bound to teach a higher load.

CUASA members are responsible for ensuring that their normal teaching workload is not increased. The collective agreement states that “normal teaching load within a Faculty shall be defined by past practice in relation to the number of full-course equivalents taught per faculty member” [Article 13.2(a)].

The term “past practice” means just that. It is rooted in the history of CUASA’s creation and certification in the context of an existing work environment. Workloads that were normal at that time became established as “past practice.” As a consequence, workloads are specific to individual units and faculties, and vary considerably throughout the university. There is no university-wide standard for workload. More importantly, the concept of “past practice” implies that if individuals or units agree to do more teaching on a routine basis, you will also have, in effect, accepted a change to “past practice.” The employer can then refer to the changed load which you accepted as the new norm within that unit, and hold you to the revised “past practice.”

The collective agreement allows for “necessary minor year-to-year fluctuations in an individual’s teaching load, these fluctuations balancing out over time” [Article 13.2(c)] and for the individual to teach extra with the agreement of the chair which shall normally “be formalized in writing” with the chair and, “included in the employee’s dossier for promotion, career development and scholarly achievement assessments” [Article 13.2(d)(i)].

In short, you may teach more one year and less the next or you may do some extra teaching which will reflect in your dossier. Furthermore, different units have different policies with respect to teaching that is extra-to-load, such as supervising teaching assistants, accepting students for independent study projects, or directing dissertations. Be sure you know your unit’s policies before undertaking any such extra loads. All such variations should be in writing to protect your normal teaching load. You should not accept oral agreements that your teaching workload be increased in the short run for the good of the department because you may find that you have no recourse when the short run becomes the norm.

CUASA’s last Workload Survey (1988) may be found at:

<http://www.caut.ca/cuasa/workload.html>



Tenure/Confirmation and Promotion Workshop

CUASA invites you to register for a **half-day workshop** on tenure, confirmation and promotion.

As **space is limited** to 50 participants, registration is essential. The workshop will be held on:

Wednesday, May 5, 2004
9 a.m. to noon
132 Azrieli Pavilion

To register send your name and rank via email, telephone, fax or interoffice mail. **Registration closes on April 19, 2004.**

Speakers: Fran Cherry (President-Elect of CUASA)
Robin Farquhar (former President/Carleton)
Tim Pychyl
Alistair Tilson
Gerald de Montigny (CUASA Grievance Chair)
Pat Finn (Executive Director/CUASA)
Librarian (T.B.A.)

Refreshments will be provided between presentations.

Register now to ensure your place.

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