

CUASA PROPOSAL September 15<sup>th</sup>, 2017  
Carleton Counter Proposal October 4, 2017  
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### 13.1 Workload of Faculty Employees

- (a) The normal workload of faculty employees shall include teaching, research/scholarly/creative activities, and service to the University in proportions of approximately 50%, 35% and 15% respectively of each employee's time, as governed by and varied in accordance with past practice. For each faculty a normal workload shall be defined by past practice.
- ~~(b) The Chair/Director(s) of an academic unit, and their respective Dean(s) in the case of cross-appointed faculty members, shall arrange teaching and service duties in a manner that conforms with this collective agreement, that is acceptable to each faculty member, and in a manner that equitably distributes such work among the faculty members of the unit(s). These duties shall be communicated to each member in writing.~~

### 13.2 Teaching Workload of Faculty Employees

- (a) Subject to Article 13.2(b), within a normal workload, "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 or as may be agreed to hereafter by the parties. Each faculty member will be assigned a teaching workload of less than 2.5 credits.
- (b) Subject to approval by the appropriate Dean, the appropriate Chair/Director or equivalent shall, with due notice and consultation, assign teaching duties to individual faculty members in accordance with the provisions of Article 25 of the Collective Agreement in the light of the individual's discipline, abilities and specialties, and consistent with the normal teaching load of the faculty and department in question. As a part of the normal workload assignment the Chair/Director or equivalent may assign teaching in the Summer Session in consultation with the Faculty member. Teaching as a part of normal workload assignment shall not be scheduled over more than two semesters within one academic year. Teaching duties shall include, but not be limited to, advising students and prospective students, and conducting scheduled classes.
- (c) No later than June 30<sup>th</sup>, the Employer shall provide each individual faculty member with their teaching schedule for the next year subject to situations of extreme urgency, such as changes in enrollment, sudden illness or unplanned resignations that may occur over the summer.
- (d) (i) An employee may, with the agreement of their Chair/Director, undertake more than the normal teaching load for their department. Such an arrangement shall be formalized in writing between the employee and the appropriate Chair/Director, and shall be included in the employee's dossier for promotion, career

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development and scholarly achievement assessments. ~~Any such agreement shall remain consistent with the collective agreement.~~ A copy of this agreement shall be provided to CUASA.

- (ii) Where an employee's performance in research/scholarship, as assessed pursuant to Article 41.3(a), is substantially below the norm and has been so for at least five (5) consecutive years and where the Dean has addressed the issue with the employee in each of the five (5) years, the Dean may assign the employee more than the normal teaching and/or service load for the employee's department. Such additional assignment shall not exceed one (1) full-course equivalent in any academic year. This assignment shall be formalized in writing by the Dean, and shall be included in the employee's dossier for promotion, career development and achievement award assessments.
- (e) The Chair/Director shall endeavour to arrange teaching duties in a manner acceptable to each faculty member. Normally, the assignment of scheduled instruction shall be concentrated in two (2) consecutive terms of any academic year ending August 31.
- (f) The Chair/Director shall give consideration to the factors affecting faculty teaching workload which include, but are not necessarily limited to, the following:
  - (i) the number of separate courses taught by each faculty employee;
  - (ii) the number of scheduled contact hours per course;
  - (iii) the number of hours of preparation, grading, and administration per course;
  - (iv) the number of students enrolled, on average, per course;
  - (v) the number of hours of student counselling per course;
  - (vi) the level (introductory, upper year, graduate, etc.) of each course;
  - (vii) the type (lecture, seminar, etc.) of each course;
  - (viii) assistance of graduate students or colleagues in the teaching of courses;
  - (ix) additional hours of preparation required for a new course;
  - (x) the relation of thesis and special project supervision to classroom teaching;
  - (xi) the relation of the individual faculty employee's teaching responsibilities to their research and scholarship;
  - (xii) comparison of faculty workload at Carleton with that of other universities in Ontario;

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- (xiii) the relationship between workload policy and other aspects of long-range academic planning;
- (xiv) whether the course is filmed or videotaped.
- (xv) the deployment and supervision of teaching assistants;
- (xvi) the number of undergraduate theses supervised;**
- (xvii) the number of directed studies and tutorials courses and tutorials given or taught offered;**
- (xviii) the number of graduate students supervised.**
- (g) There shall be no expectation that faculty employees will respond to email or phone calls from students between the hours of 5:00 PM and 8:30 AM or on weekends.
- (h) Course instructors shall have at least fifteen (15) working days after the date of the formally scheduled final examination or the last day of class, whichever is later, to submit the final course grades. Course instructors shall have at least fifteen (15) working days after the date of the formally scheduled final examination or the last day of class, whichever is later, to submit the final course grades.**
- (i) (h) CUASA members shall not be required to mark deferred examinations set by non-CUASA members.**
- (j) Within one year of the signing of this collective agreement, the Dean of each faculty, in consultation with each unit, shall determine a protocol for granting teaching releases to faculty in acknowledgement of graduate supervisions, undergraduate thesis supervisions, and for credit directed reading courses and tutorials. These must be equitably distributed. A copy of each protocol shall be provided to CUASA.**

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Chantal M Dion–Chief Negotiator  
CUASA/the Union

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Wayne Jones–Chief Negotiator  
Carleton University/the Employer

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Date

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Date