

University of Toronto Faculty Association

Teaching Stream Workload

September 2011

The purpose of this document is to provide helpful assistance and direction with respect to teaching stream workload matters.

Background. Given the large increases in class size and the associated threats to quality of research and teaching for all faculty, in the last round of bargaining, which ended in 2011, UTFA and the University Administration together negotiated a new workload document for faculty and librarians called the Workload Policy and Procedures (WLPP). Workload is now, like salaries, benefits, and pensions, negotiable under Article 6 of the Memorandum of Agreement. The right to negotiate a fair, equitable and transparent distribution of workload is a significant achievement in ongoing efforts to protect collegial governance and the quality of our research and teaching at U of T.

In the fall of 2011, Unit Workload Committees will be meeting in departments, faculties, and colleges to determine workloads for tenure stream faculty, faculty in contractually limited term appointments (CLTA's), teaching stream faculty, and librarians. Some of these committees have already begun to meet. By February 1, 2012, Unit Workload Committees must have established Unit Workload Policies to be forwarded to the appropriate Dean for approval (or to the Provost in the cases of single department faculties).

UTFA urges its members to consider the following points when determining workload for teaching stream faculty. All of the language in the WLPP applies to the teaching stream, unless otherwise indicated. "The Principles Governing the Establishment and Assignment of Workload" (section 1.0), for example, apply to all three streams, including the teaching stream. Note that the University has committed itself to "A fair, reasonable and equitable distribution of workload."

The following covers the parts of the WLPP that refer specifically to teaching stream faculty.

1. Section 7.0 of the WLPP is directed at the Teaching Stream. In 7.1, the document states the following: "While the patterns of these duties may vary from individual to individual, these duties, namely: Teaching and related Administrative Responsibilities; Scholarship, and Service, constitute the principal obligations of faculty members in the Teaching Stream."

Note the mention of Scholarship. It appears more than once in the WLPP with respect to the Teaching Stream.

2. Service, too, is an obligation. Teaching stream faculty must be given the opportunity to participate in meaningful ways in the governance of their units through service on committees.

Section 7.4 of the WLPP provides as follows: “The amount of service that a teaching stream faculty member will be expected to do will be reasonable and shall not, in general, exceed that which the majority of tenure[d] and tenure stream faculty in the same unit are expected to do.”

3. In section 7.2, the WLPP states the following: “Scholarship refers to any combination of discipline-based scholarship in relation to or relevant to the field in which the faculty member teaches, the scholarship of teaching and learning, and creative/professional activities. ***Teaching stream faculty are entitled to reasonable time for pedagogical/professional development in determining workload.***” [emphasis added]
4. It is imperative that teaching stream faculty have enough time in their schedules, that is, enough “space” in their appointments, to allow for the “continued pedagogical/professional development” that the appointments policy (PPAA) calls for. Faculty teaching excessive numbers of courses or with excessive administrative loads will not have the time to engage in scholarly activity. Remember that UTFA fought an Association grievance to win the right for teaching stream faculty to “count” their discipline-based scholarship. That scholarship “counts” in both PTR review and review for promotion to senior lecturer.
5. Section 4.2 offers a list of “relevant factors” when calculating the teaching component of workload. Teaching stream faculty must make sure that all activity is counted. If the teaching stream course load in a unit is 3 and 3 (or 6 H courses per year), then all of the duties undertaken by the faculty member must count toward and should not exceed the 3 and 3 load. These duties might include course teaching or other kinds of teaching, course coordination, program direction, advising, supervision of teaching assistants, community outreach, etc. All faculty should expect to receive course release if they carry significant administrative responsibilities. In a unit in which the load is 3 and 3, the faculty member should not be expected to carry three courses in each term in addition to a substantial set of administrative duties.
6. In some units, teaching a large section is accompanied by teaching release. Teaching stream faculty should be given this kind of release on the same basis as it is given to tenure stream faculty in the unit.
7. Review carefully section 4.0, called “Establishing the Teaching Component of Normal Workload.” Note the following language in this section:

“The assigned proportion of a faculty member’s work will include teaching and preparation for teaching, and the necessary administrative tasks associated with the operation of a collegial environment. The remainder of a faculty member’s working time is self-directed and may consist of research, scholarly, creative or professional work consistent with the type of appointment the faculty member holds. Subject to any requirements in Article 8 and the WLPP,

individual units shall determine the balance amongst the three principle components of a faculty member's activities: teaching, research and service."

Teaching stream faculty, like tenure stream faculty, have three components to their academic appointments.

8. Under 4.1, the WLPP reminds us of a Memorandum of Agreement workload protection: "faculty will not be required to teach in all three terms, nor shall they be pressured to volunteer to do so." Any faculty member who must teach in all three terms should come to see UTFA.
9. Under 3.2, the WLPP encourages temporary reductions in the "pre-tenure and pre-promotion" teaching and service loads. Note that teaching stream faculty may request these reductions.