

EDST Faculty Workload Policy

Passed at the October 2012 Department meeting with revisions suggested at the meeting incorporated in the document

Proposal

Following from the discussion at our departmental retreat in May 2012 we wish to propose the following policy regarding faculty workload with a particular emphasis on graduate supervision and 580 reading courses/561 practicum courses. You may recall that we had two objectives when we began our discussion in May.

1. How should we take account of this work as part of our overall workload?
2. What would be an appropriate graduate supervision load (range) for individual faculty members?

For reference we consulted the Faculty Collective Agreement 2010-12 and a document circulated in April 2007, entitled "Faculty Framework for Workload Negotiations and Decisions." (see attached documents)

Current Situation

We currently assign FTE for supervision in four different ways: MEd capstone courses, EDAL, ALGC and EdD cohort supervision. The latter three examples are within the budgets of these programs that are run through EPLT. We will continue with these various forms of counting supervision but we propose that in addition we begin to use a formula for taking account of our supervision work.

Question 1. How should we take account of this work as part of our overall workload?

We propose that we institute a point system whereby at the completion of 580 reading courses, the 561 practicum course, and supervision within our degree programs, faculty are able to translate points into FTE. Faculty will only be able to claim credit for a maximum of three 580/561 courses per academic year (Sept. to Sept.). To be clear, points can only be used when students have either completed the 580/561 course or have graduated with one of the four degrees that we offer: PhD, EdD, MA or MEd. Further, faculty will only be able to claim one course buy-out using points per year (Sept. to Sept.).

Workload Plan

- 580 Reading Course/561 Practicum Course
(cumulative so that 9 courses equal 3 FTE credits)

Point System

- Co-supervision: 75% of the below.
- Doctoral – each supervision 1.5 points
- Magistral – each supervision 0.75 points
- 9 points = 3 FTE credits

	Supervision	Member/Second Reader/ Capstone
PhD/EdD Thesis	2	1
MA Thesis	1	0.5
MEd – Graduating Paper (590)	0.5	0.25
Student Advising – course work only (HIED, ALE)	0.25	--
Advising (EDAL*, SCPE**)	0.175	--

Question 2: What would be an appropriate graduate supervision load (range) for individual faculty members?

Taking into account current supervision loads (internal to the department), and the data over the last three years on student entry and graduation, we propose that on average the continuing load for each faculty member should be in the range of 12-14 points. The ideal load we suggest would include both doctoral and magistral supervision, and for example, could be three PhDs, one EdD, three MAs and four MEds.

Implementation

If approved, we suggest the system begin operating from September 1, 2012, and that the first accounting be done in September of 2013. This would mean that supervision loads and reading/practicum courses could be taken into account for the 2014-15 academic year. In other words, the claim for FTE would be made in September of each year, as part of the workload planning for the following year.

* EDAL External Reader

** SCPE First Reader