

Principles for Resolving Issues Re.
Academic Workload Assignment

Fleming College acknowledges that, as part of its commitment to open and participative decision-making, certain principles are core to the resolution of issues regarding faculty workload assignment. These principles operate within the context of the Collective Agreement and the differing practices for assigning workload that exist across all academic centres.

Principles

- Faculty workload assignments must meet the needs of learners and programme requirements first and foremost
- Criteria used to determine appropriate workloads, as well as the workload assignment process, will be clearly defined and communicated to all faculty in an academic school
- Faculty will have an opportunity to indicate workload preferences during the workload development process
- If faculty members have significant concerns about their assigned workloads, they will be provided an opportunity to hear the rationale for the assignment and to provide feedback
- If faculty members are still unsatisfied with their assignments, they must first and foremost attempt to resolve the issue with their Dean
- Deans and faculty will attempt to reach agreeable solutions to workload assignment issues in a timely manner
- Every effort will be made to minimize last-minute changes to workloads. However, it is recognized that exceptional circumstances will require this from time to time. The rationale for such changes will be communicated to those faculty affected.
- All finalized SWF's will be made available to be viewed by all faculty.
- Should all efforts to resolve workload issues fail, faculty have the right under the Collective Agreement to refer the issue in a timely manner to the College Workload Monitoring Group.