

CAAT Academic Workload Survey, 1995-96

Analysis of Full-Time Academic Staff Standard Workload Form (SWF) Records in the Colleges of Applied Arts and Technology

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Analysis of Full-Time Academic Workload in Colleges of Applied Arts and Technology of Ontario

1.0 Introduction

This report presents the results of the survey of the 1995-96 academic staff workload in Ontario Colleges of Applied Arts and Technology. The survey was designed to compile information recorded on the Standard Workload Form (SWF), which forms a part of the negotiated terms and conditions of academic staff covered by the 1991-94 Academic collective agreement, the last collective agreement signed by the parties.

The College Relations Commission gratefully acknowledges the cooperation and efforts of college administration and academic staff in this endeavour. The Commission staff benefitted greatly from the expertise of the data providers. They were patient, helpful and responsive to our requests for clarification and assistance.

This report is divided into four sections. Section 2 deals with the data submission and processing. Section 3 is a summary analysis of the data. Section 4 includes tables referenced in Sections 2 and 3.

2.0 College Data Submission/Processing

2.1 College Response

The CRC began to receive data from individual colleges over the months from July to December 1997. Of the 25 colleges in the system, only four (Conestoga, Durham, Lambton, Northern) have not responded to our request. The parties in 15 of the 21 colleges submitting data have jointly "signed off" their data.

2.2 Data Verification and Error Checking

Preliminary data checking included the identification of duplicate and/or unusable records. Data was then converted to a standard record layout and read into CRC-constructed SAS datasets.

A second, more detailed review of the data consisted of several checkpoint analyses. The checkpoints identified:

- missing data,
- data values falling outside limits established in the collective agreement,
- differences in reported values and those calculated through the application of a formula in the agreement, and
- “flags” which did not necessarily indicate an error.

A series of verification reports for each college was generated listing all records which had produced a checkpoint message. These reports were mailed to the parties in October 1997 (for those colleges which had submitted data by October 3, 1997), along with some preliminary analyses of the data. The parties were requested to file corrections at their earliest convenience. To date, eight colleges have submitted corrections. These have been incorporated into the CRC datasets.

2.3 Status of Data

The following sections set out the limitations to the extent that they are known by the Commission. Other limitation undoubtedly exist. Any conclusions drawn from the analysis should be viewed in this light.

2.3.1 General Limitations

- Full-time employees on reduced or less-than-full-time workload were not identified.
- For those colleges which did not report any “nonSWF” academic staff, we do not know if this is because each staff member had a SWF, or because the college reported only SWFed academic staff.
- The number of staff reported on the Council of Regents (CoR) academic staff survey for 1995-96 varies from the number of staff reported in this survey. The Council of Regents survey reported the number of full-time academic staff at 7,817. Excluding the four colleges which did not file SWF data, the number would be 7,042. The data provided to the CRC for the same period totalled 6,915 - a difference of 127 (approx. 1.8%). The colleges were not asked to reconcile these differences.

2.3.2 College-specific Limitations

- Algonquin: Snapshot week in the winter term covered the period March 3 - 10, 1996.
- Boréal: All staff were coded as either Coordinator I or Coordinator II. CRC deleted Coordinator I codes.
- Canadore: Records did not indicate employee ID number, or provide reasons for no SWF. CRC created ID numbers.
- Confederation: Academic staff all coded as instructors. CRC revised coding to professors.
- Fanshawe: Provided evaluation hours, not factors. CRC coded factors to match the type indicated on the SWF. Did not provide value for assignable hours. CRC coded assignable hours as "unknown".
- Grands Lacs: Information on coordinators was not provided. Because of the small number of staff, hard copy of the SWFs was provided. CRC coded evaluation type to match the factor indicated on the SWF. Year end data was not provided.
- Humber: Value for assignable hours was not provided. CRC coded value as "unknown".
- Sault: Did not provide employee type, reasons for no SWF, value for assignable hours, preparation type, evaluation/feedback type, total complementary hours or total workload hours. Up to three evaluation/feedback factors were provided for each course. CRC coded assignable hours as "unknown", coded preparation type to match the factor provided. CRC added complementary hours allowed and complementary hours assigned to determine total complementary hours. CRC added teaching contact hours, attributed and additional preparations hours, evaluation/feedback hours and total complementary hours to determine total workload hours. Using the formula provided in the collective agreement, CRC calculated a single value for evaluation/feedback factors where multiples were provided, and then coded evaluation/feedback types to match the factors.
- Sheridan: Value for assignable hours was not provided. CRC coded value "unknown".

- Sir Sandford Fleming: Did not provide SWF start or SWF end dates. Provided only total complementary hours. Where the total complementary hours were equal to or greater than five, CRC coded hours allowed as 5 and the difference as hours assigned. Where the total complementary hours were less than five, CRC coded these as hours allowed.

2.4 Classification of Data

Data was provided for 6,915 employees across 21 colleges. Unless otherwise indicated, all percentages are based on this number.

2.4.1 Type of Employee (Table 2)

Based on the data provided:

- 6,530 (94.4%) of the staff were classified as professor
- 167 (2.4%) were classified as counsellors
- 26 (0.4%) were classified as librarians
- 16 (0.2%) were classified as instructors,
- 176 (2.5%) were not classified.

2.4.2 Position of Responsibility: Regular/Coordinator (Tables 3.1, 3.2)

Of the 6,915 staff reported:

- 5,709 (82.6%) in fall 1995 and 5,803 (83.9%) in winter 1996 were classified as regular staff
- 776 (11.2%) in fall 1995 and 682 (9.9%) in winter 1996 were classified as Coordinator I,
- 430 (6.2%) in fall 1995 and 430 (6.2%) in winter 1996 were classified as Coordinator II.

In the fall snapshot, the percentage of regular staff varied from a low of 64.2% (La Cité Collégiale) to a high of 100% (Grands Lacs). The percentage of staff classified as Coordinator I varied from a low of 0% (Boréal, Grands Lacs) to a high of 28.8% (Confederation). The percentage of staff classified as Coordinator II varied from a low of 0% (George Brown, Grands Lacs, St. Lawrence) to a high of 21.5% (St. Clair).

In the winter snapshot, the percentage of regular staff varied from a low of 65.3% (La Cité Collégiale) to a high of 100% (Confederation, Grands Lacs). The percentage of staff classified as Coordinator I varied from a low of 0% (Boréal, Confederation, Grands Lacs)

to a high of 33.5% (La Cité Collégiale). The percentage of staff classified as Coordinator II ranged from a low of 0% (Confederation, George Brown, Grands Lacs, St. Lawrence) to a high of 21.2% (St. Clair).

2.4.3 Service Status: Probationary/Non-Probationary (Table 4)

Most employees (6,397 or 92.5%) were classified as non-probationary, and 375 (5.4%) were classified as probationary employees. Colleges could not provide service status data for 143 employees (2.2%). The percentage of employees classified as probationary varied from a low of 0% (Fanshawe, Loyalist, Sir Sandford Fleming) to a high of 39.2% (Sheridan).

2.4.4 SWF Availability: Reasons for No SWF (Table 6)

Colleges reported that a total of 671 employees did not have SWFs at any time in the 1995-96 academic year. The various reasons are as follows (percentages based on 671 employees):

- 56 (8.3%) took professional development leave,
- 53 (7.9%) took personal leave,
- 10 (1.5%) took maternity/parental leave,
- 10 (1.5%) took prepaid leave,
- 76 (11.3%) were on LTD,
- 5 (0.7%) were on union business,
- 2 (0.3%) were on vacation,
- 58 (8.6%) were on project assignment,
- 12 (1.8%) were on sabbatical leave,
- 319 (47.5%) did not have a SWF for reasons other than those listed above,
- 70 (10.4%) had no reason given.

3.0 Analysis of the SWF Data

Analysis of the 1995-96 SWF data is based on the data provided in each of the two snapshot periods (October 30 - November 3, 1995 and February 26 - March 3, 1996), and year-end totals from the final SWF of the 1995-96 academic year. In a few cases where a snapshot week was "between intakes", the college used the week immediately following snapshot week noted above. No distinction is made in terms of position (regular/coordinator) or service status (probationary/non-probationary). However, break-out analysis of the data is available upon request.

The data is presented in Section 4, Tables 7 to 15.

The sections below provide selected highlights from each of the tables included in the report. Sections 3.1 to 3.6 are based on the two snapshot periods and Section 3.7 summarizes year-end data.

3.1 Workload by Function (Tables 7.1, 7.2)

Article 11 of the collective agreement sets out a comprehensive formula for the determination of workload. Four factors to be considered in establishing workload are: teaching contact hours, attributed hours for preparation, attributed hours for evaluation and feedback, and attributed hours for complementary functions.

3.1.1 Assigned Teaching Contact Hours

Article 11.01 I states that assigned teaching contact hours in post-secondary programs shall not exceed 18 in any week, and in non post-secondary programs shall not exceed 20 in any week. Based on the data provided, the average weekly teaching contact hours across the system were 14.5 hours in the fall snapshot, and 14.4 hours in the winter snapshot.

The individual college averages ranged from a low in the fall snapshot of 12.6 (Sir Sandford Fleming) to a high of 16.3 (George Brown). In the winter snapshot, the averages ranged from 12.0 (Boréal) to 16.4 (George Brown).

3.1.2 Attributed/Additional Preparation Hours

Article 11.01 D 1 sets out the method to be used for determining the amount of preparation time attributed and assigned. Preparation time is calculated through a combination of attributed hours (a ratio of hours per assigned teaching contact hour dependent on the type of course section), and additional preparation hours assigned. (See section 3.4.1 below for an analysis of preparation factors). Based on the data provided, the weekly preparation hours across all colleges averaged 8.7 hours in both the fall and winter snapshots.

Individual college averages ranged from 7.5 hours in the fall snapshot (Sir Sandford Fleming) to 11.7 hours (Grands Lacs), and from 7.6 hours in the winter snapshot (Sir Sandford Fleming) to 12.8 hours (Grands Lacs).

3.1.3 Attributed Evaluation and Feedback Hours

Article 11.01 E 1 sets out the method to be used for determining evaluation/feedback time. Attributed hours are calculated on a per student basis depending on the type of evaluation/ feedback required for the course. Courses requiring more than one type of evaluation/feedback are assigned a "multiple" ratio. (See section 3.4.2 below for an analysis of evaluation/feedback factors). Based on the data provided, the weekly evaluation and feedback hours across all colleges averaged 9.0 in the fall snapshot, and 8.5 in the winter snapshot.

Individual college averages ranged from 6.0 hours (Grands Lacs) to 10.4 (Seneca) in the fall snapshot, and from 5.6 hours (Grands Lacs) to 9.8 hours (Seneca) in the winter snapshot.

3.1.4 Hours for Complementary Functions

Article 11.01 provides for a weekly minimum allowance of 5 hours for routine complementary functions. Additional complementary functions may be assigned. Based on the data provided, total weekly hours for complementary functions across all colleges averaged 9.7 hours in the fall snapshot, and 10.1 hours in the winter snapshot.

Individual college averages ranged from 5.3 hours (St. Clair) to 11.8 hours (Confederation and Georgian) in the fall snapshot, and from 5.5 hours (St. Clair) to 12.9 hours (Sir Sandford Fleming) in the winter snapshot.

3.1.5 Total Workload Hours

Article 11.01 B 1 of the agreement states that the total workload shall not exceed 44 hours for any week for which there are teaching contact hours. Article 11.01 H states that up to three compensated workload overtime hours are permitted on a voluntary basis. Based on the data provided, total workload hours for all colleges averaged 41.6 hours in the fall snapshot, and 41.5 hours in the winter snapshot.

Individual college averages ranged from 38.1 (Sault) to 43.2 (Georgian) in the fall snapshot, and from 37.0 (Sault) to 43.2 (Mohawk) in the winter snapshot.

3.2 Teaching Contact Hours - Coordinators Excluded (Table 8)

Article 14.03 A 3 defines coordinators as those academic staff members who have responsibility for providing academic leadership in the coordination of courses and/or programs. They receive, in addition to their regular salary, an allowance equal to one or two steps on the appropriate

salary scale. In some cases, coordinators may also have a reduced number of teaching contact hours.

At the request of the CRCIS Advisory Committee, the CRC calculated teaching contact hours for all staff, excluding coordinators within each college and then across all colleges. The purpose was to see what effect, if any, the inclusion of coordinators had on the average number of teaching contact hours. For each term, the CRC excluded from the calculation any employee coded as either Coordinator I or Coordinator II. Then CRC excluded any individual course data in which the teaching contact hours were reported as blank or zero.

In the fall snapshot, data for 4,578 regular staff members was used in the calculation. In the winter snapshot, data for 4,325 regular staff members was used. Based on the data provided, the average number of teaching contact hours, for regular staff, was:

- 14.9 hours in the fall snapshot, ranging from a low of 13.2 (Sir Sandford Fleming) to a high of 17.0 (Grands Lacs),
- 14.9 hours in the winter snapshot, ranging from a low of 13.3 (Sir Sandford Fleming) to a high of 16.6 (George Brown).

The average number of teaching contact hours for all staff, including coordinators, in the fall snapshot was 14.5, a difference of .4 hours per week. In the winter snapshot, the average number of teaching contact hours for all staff was 14.4, a difference of .3 hours per week.

3.3 Student Contact Hours per Week (Table 9)

At the request of the CRCIS Advisory Committee, the CRC calculated student contact hours per week, within each college and across all colleges. The CRC excluded from the calculation any individual course data in which either the teaching contact hours or the class size was reported as blank or zero. Within each snapshot, the CRC then calculated the student contact hours per course in each college by multiplying the teaching contact hours per course by the number of students in that course. The results of this calculation were summed by academic staff member to arrive at the weekly total teaching contact hours per academic staff member. These were totalled and then divided by the number of academic staff members counted to arrive the average student contact hours per week in each college.

In the fall snapshot, 5,584 academic staff members were included in the calculation. In the winter snapshot, 5,350 academic staff were included. Based on the data provided, the average number of student contact hours per week was:

- 369.0 in the fall snapshot, ranging from a low of 109.8 (Loyalist) to a high of 441.6 (Sheridan),

- 353.6 in the winter snapshot, ranging from a low of 106.0 (Loyalist) to a high of 420.0 (Sheridan).

3.4 Classification of Courses by Type

Preparation and evaluation/feedback time is attributed based on course type and/or class size. The analysis of preparation factors is based on 24,294 courses in the fall snapshot and 23,096 in the winter snapshot. The analysis of evaluation/feedback factors is based on 24,264 courses in the fall snapshot and on 23,080 courses in the winter snapshot. In analyzing preparation factors, the CRC excluded data which reported the preparation factor as blank. The same is true for evaluation/feedback factors. Consequently, the number of courses varies, depending on the factor analyzed.

3.4.1 Preparation Factors (Tables 10.1, 10.2)

Article 11.01 D 1 identifies seven classifications of courses, with preparation factors ranging from 0.35 to 1.10 hours per assigned teaching contact hour. Based on the data provided, the most common type of preparation factor during the two snapshot weeks was "Established B". In the fall snapshot, 53.6% of courses were designated as Established B, ranging from a low of 25.0% (Grands Lacs) to a high of 79.9% (Loyalist). In the winter snapshot, the system average was 56.7%, with individual college averages ranging from 25.0% (Grands Lacs) to 79.1% (Loyalist).

In the fall snapshot, 26.6% of the courses were classified as Repeat B, 13.6% were classified as New, 4% were Repeat A, and 1.9% were classified as Established A. A small percentage (0.3%, or 82 courses) were reported as having multiple preparation factors. In the winter snapshot, 24.7% of the courses were Repeat B, 12.6% were new, and 1.9% were Established A. Again, a small percentage (0.4%, or 94 courses) had multiple preparation factors.

3.4.2 Evaluation/Feedback Factors (Tables 11.1, 11.2)

Article 11.01 E 1 identifies three classifications of courses depending upon the type of evaluation/feedback required for students. The most common type of evaluation/feedback factor is "Essay/Project". In the fall snapshot, 40.8% of the courses were designated as Essay/Project. Among the colleges, the average ranged from a low of 3.3% (Sault) to a high of 91.7% (Boréal). In the winter snapshot, 39.7% of courses were designated as Essay/Project, with individual college averages ranging from 2.0% (Sault) to 86.6% (La Cité Collégiale).

The next most common type of evaluation/feedback is "Multiple" (i.e. more than one type

of factor used in evaluating and providing feedback to students), at 39.7% in the fall snapshot and 39.6% in the winter snapshot. Among the colleges, individual averages in the fall snapshot varied from 0% (Grands Lacs, Sir Sandford Fleming) to 90.0% (Confederation). In the fall snapshot, averages varied from 0% (Grands Lacs, Sir Sandford Fleming) to 95.1% (Confederation).

In the fall snapshot, 12.3% of courses across all colleges were "Routine/Assisted" and 7.3% were considered as "In-Process". In the winter snapshot, these percentages were 13.0% and 7.7% respectively, again across all colleges.

3.5 Class Size (Table 12)

Article 11.01 E 3 addresses class size. No prescribed limits are set out in the agreement, however the size of a class is used in the formula for determining evaluation/feedback time and, thus, has an impact on the overall workload.

The CRC excluded from the analysis any class sizes which were reported as zero or as a blank. Based on data supplied for 24,306 classes in the fall snapshot, class size across all colleges averaged 28.38. Individual college averages ranged from a low of 17.57 (Grands Lacs) to a high of 38.4 (Sir Sandford Fleming).

Data was supplied for 23,094 classes in the winter snapshot. Across all colleges, class size averaged 27.16. Among the individual colleges, the average ranged from 16.33 (Boréal) to 37.23 (Sir Sandford Fleming).

Eleven colleges in the fall snapshot, and twelve colleges in the winter snapshot, reported the smallest class size as 1. The largest class was reported as 312 in the fall snapshot and 298 in the winter snapshot. Both of these were at St. Clair College.

3.6 Number of Different Course Preparations/Course Sections

3.6.1 Course Preparations (Table 13)

Article 11.01 D 2 states that no more than four different course preparations shall be assigned in a given week except by voluntary agreement. Based on the data provided, the system average number of course preparations in the fall snapshot was 2.85. Among individual colleges, the average ranged from 2.45 (Seneca) to 5.12 (Boréal). In the winter snapshot, the system average was 2.93 course preparations. Among individual colleges, the average ranged from 2.47 (Seneca) to 4.89 (Boréal).

3.6.2 Course Sections (Table 14)

Article 11.01 D 2 states that no more than six different course sections shall be assigned in a given week except by voluntary agreement. Based on the data provided, the system average number of course sections in both snapshots was 4.12. Among individual colleges, the average ranged from 3.29 (Grands Lacs) to 4.74 (St. Clair) in the fall snapshot, and from 3.5 (Grands Lacs) to 4.7 (St. Clair and Sheridan) in the winter snapshot.

3.7 Yearly Totals (Table 15)

The CRC excluded from the calculations any data for academic staff who did not have a SWF in each snapshot.

3.7.1 Total Teaching Contact Hours

Article 11.01 K 3 of the agreement states that the total teaching contact hours shall not exceed 648 in post-secondary and 760 in non post-secondary programs. Based on the data provided, the average total teaching contact hours were 466.32. Among individual colleges, the average ranged from a low of 267.66 (Loyalist) to a high of 551.84 (George Brown).

3.7.2 Total Teaching Contact Days

Article 11.01 K 1 states that total academic year contact days should not exceed 180 for post-secondary and 190 for non post-secondary. Based on the data provided, the average total teaching contact days were 164.01. Among individual colleges, the average ranged from 89.92 (Loyalist) to 172.65 (Centennial).

3.7.3 Total Teaching Contact Weeks

Article 11.01 B 1 states that the maximum teaching contact weeks are 36 in post-secondary programs and 38 in non post-secondary programs. Based on the data provided, the average number of teaching contact weeks was 33.32. Among individual colleges, the average ranged from 19.53 (Loyalist) to 35.72 (Centennial).

4.0 Report Tables

The final 22 pages of the report include Tables 1 to 15. These are listed below.

Table 1	Status of Employee Records
Table 2	Staff by Employee Type
Table 3.1, 3.2	Staff by Position (Coordinator I, Coordinator II)
Table 4	Staff by Service Status (Non-Probationary, Probationary)
Table 5	Staff by Employee Type and Probationary Status
Table 6	Reasons for No SWF throughout the Academic Year
Table 7.1, 7.2	Workload by Function (Average Hours per Week)
Table 8	Average Teaching Contact Hours per Week - Coordinators Excluded
Table 9	Student Contact Hours per Week
Table 10.1, 10.2	Courses by Type of Preparation Factors
Table 11.1, 11.2	Courses by Type of Evaluation/Feedback Factors
Table 12	Distribution of Class Size
Table 13	Course Preparations
Table 14	Course Sections
Table 15	Year End Totals - Employees with SWFs in Both Snapshots Only

Table 1 Status of Employee Records 1995-96

College	Sign Off Received	Total Number of Employees	Employees with at least one SWF		Employees with no SWF	
			Number	%	Number	%
Algonquin	Yes	605	523	86.4	82	13.6
Cambrian	Yes	256	218	85.2	38	14.8
Canadore	Yes	178	163	91.6	15	8.4
Centennial	Yes	460	408	88.7	52	11.3
Conestoga	N/A	N/A	-	-	-	-
Confederation	Yes	163	153	94.0	10	6.0
Durham	N/A	N/A	-	-	-	-
Fanshawe	No	620	457	73.7	163	26.3
George Brown	Yes	671	671	100.0	0	0.0
Georgian	No	267	253	94.8	14	5.2
Humber	Yes	548	486	88.7	62	11.3
Lambton	N/A	N/A	-	-	-	-
Loyalist	Yes	158	158	100.0	0	0.0
Mohawk	No	453	453	100.0	0	0.0
Niagara	Yes	257	235	91.4	22	8.6
Northern	N/A	N/A	-	-	-	-
St. Clair	No	293	258	88.1	35	11.9
St. Lawrence	Yes	254	242	95.3	12	4.7
Sault	No	173	173	100.0	0	0.0
Seneca	Yes	606	538	88.8	68	11.2
Sheridan	Yes	434	380	87.6	54	12.4
Sir Sandford Fleming	Yes	232	224	96.6	8	3.4
La Cité Collégiale	Yes	173	150	86.7	23	13.3
Boréal	Yes	105	92	87.6	13	12.4
Grands Lacs	No	9	9	100.0	0	0.0
All Colleges		6915	6244	90.3	671	9.7

Table 2: Staff by Employee Type 1995-96

College	Number of Staff	Counsellor		Instructor		Librarian		Professor		Not Specified	
		#	%	#	%	#	%	#	%	#	%
Algonquin	605	14	2.3	2	0.3	4	0.7	585	96.7	0	0.0
Cambrian	256	11	4.3	0	0.0	0	0.0	245	95.7	0	0.0
Canadore	178	3	1.7	0	0.0	0	0.0	175	98.3	0	0.0
Centennial	460	10	2.2	0	0.0	5	1.1	445	96.7	0	0.0
Conestoga	N/A	-	-	-	-	-	-	-	-	-	-
Confederation	163	3	1.8	0	0.0	0	0.0	160	98.2	0	0.0
Durham	N/A	-	-	-	-	-	-	-	-	-	-
Fanshawe	620	18	2.9	1	0.2	5	0.8	596	96.1	0	0.0
George Brown	671	0	0.0	3	0.4	0	0.0	668	99.6	0	0.0
Georgian	267	1	0.4	0	0.0	0	0.0	266	99.6	0	0.0
Humber	548	13	2.4	2	0.4	3	0.5	528	96.4	2	0.4
Lambton	N/A	-	-	-	-	-	-	-	-	-	-
Loyalist	158	0	0.0	0	0.0	0	0.0	158	100.0	0	0.0
Mohawk	453	0	0.0	0	0.0	0	0.0	453	100.0	0	0.0
Niagara	257	11	4.3	1	0.4	0	0.0	245	95.3	0	0.0
Northern	N/A	-	-	-	-	-	-	-	-	-	-
St. Clair	293	6	2.0	7	2.4	0	0.0	280	95.6	0	0.0
St. Lawrence	254	23	9.1	0	0.0	2	0.8	229	90.2	0	0.0
Sault	173	0	0.0	0	0.0	0	0.0	0	0.0	173	100.0
Seneca	606	27	4.5	0	0.0	5	0.8	574	94.7	0	0.0
Sheridan	453	15	3.3	0	0.0	0	0.0	424	93.6	14	3.1
Sir Sandford Fleming	232	0	0.0	0	0.0	0	0.0	232	100.0	0	0.0
La Cité Collégiale	173	5	2.9	0	0.0	1	0.6	167	96.5	0	0.0
Boréal	105	8	7.6	0	0.0	1	1.0	96	91.4	0	0.0
Grands Lacs	9	0	0.0	0	0.0	0	0.0	9	100.0	0	0.0
All Colleges	6934	168	2.4	16	0.2	26	0.4	6535	94.2	189	2.7

Table 3.1: Staff by Position (Coordinator I, Coordinator II) - Fall Snapshot 1995-96

College	Number of Staff	Regular Staff		Coordinator I		Coordinator II	
		Number	%	Number	%	Number	%
Algonquin	605	463	76.5	116	19.2	26	4.3
Boréal	105	93	88.6	0	0.0	12	11.4
Cambrian	256	197	77.0	29	11.3	30	11.7
Canadore	178	159	89.3	18	10.1	1	0.6
Centennial	460	371	80.7	52	11.3	37	8.0
Cité Collégiale	173	111	64.2	59	34.1	3	1.7
Conestoga	N/A	-	-	-	-	-	-
Confederation	163	113	69.3	47	28.8	3	1.8
Durham	N/A	-	-	-	-	-	-
Fanshawe	620	529	85.3	46	7.4	45	7.3
George Brown	671	573	85.4	98	14.6	0	0.0
Georgian	267	224	83.9	8	3.0	35	13.1
Grands Lacs	9	9	100.0	0	0.0	0	0.0
Humber	548	469	85.6	74	13.5	5	0.9
Lambton	N/A	-	-	-	-	-	-
Loyalist	158	155	98.1	2	1.3	1	0.6
Mohawk	453	403	89.0	38	8.4	12	2.6
Niagara	257	201	78.2	5	1.9	51	19.8
Northern	N/A	-	-	-	-	-	-
St. Clair	293	214	73.0	16	5.5	63	21.5
St. Lawrence	254	217	85.4	37	14.6	0	0.0
Sault	173	171	98.8	1	0.6	1	0.6
Seneca	606	513	84.7	60	9.9	33	5.4
Sheridan	453	374	82.6	38	8.4	41	9.1
Sir Sandford Fleming	232	169	72.8	32	13.8	31	13.4
All Colleges	6934	5728	82.6	776	11.2	430	6.2

Table 3.2: Staff by Position (Coordinator I, Coordinator II) - Winter Snapshot 1995-96

College	Number of Staff	Regular Staff		Coordinator I		Coordinator II	
		Number	%	Number	%	Number	%
Algonquin	605	466	77.0	113	18.7	26	4.3
Cambrian	256	199	77.7	27	10.5	30	11.7
Canadore	178	161	90.4	15	8.4	2	1.1
Centennial	460	364	79.1	57	12.4	39	8.5
Conestoga	N/A	-	-	-	-	-	-
Confederation	163	163	100.0	0	0.0	0	0.0
Durham	N/A	-	-	-	-	-	-
Fanshawe	620	533	86.0	41	6.6	46	7.4
George Brown	671	573	85.4	98	14.6	0	0.0
Georgian	267	222	83.1	7	2.6	38	14.2
Humber	548	469	85.6	74	13.5	5	0.9
Lambton	N/A	-	-	-	-	-	-
Loyalist	158	153	96.8	2	1.3	3	1.9
Mohawk	453	404	89.2	35	7.7	14	3.1
Niagara	257	201	78.2	5	1.9	51	19.8
Northern	N/A	-	-	-	-	-	-
St. Clair	293	230	78.5	1	0.3	62	21.2
St. Lawrence	254	218	85.8	36	14.2	0	0.0
Sault	173	124	71.7	29	16.8	20	11.6
Seneca	606	593	97.9	10	1.7	3	0.5
Sheridan	453	366	80.8	46	10.2	41	9.1
Sir Sandford Fleming	232	168	72.4	28	12.1	36	15.5
La Cité Collégiale	173	113	65.3	58	33.5	2	1.2
Boréal	105	93	88.6	0	0.0	12	11.4
Grands Lacs	9	9	100.0	0	0.0	0	0.0
All Colleges	6934	5822	84.0	682	9.8	430	6.2

Table 4: Staff by Service Status (Non-Probationary/Probationary) 1995-96

Colleges	Number of Staff	Non-Probationary		Probationary		Unknown	
		Number	%	Number	%	Number	%
Algonquin	605	581	96.0	24	4.0	0	0.0
Cambrian	256	189	73.8	1	0.4	66	25.8
Canadore	178	162	91.0	1	0.6	15	8.4
Centennial	460	452	98.3	8	1.7	0	0.0
Conestoga	N/A	-	-	-	-	-	-
Confederation	163	159	97.5	2	1.2	2	1.2
Durham	N/A	-	-	-	-	-	-
Fanshawe	620	620	100.0	0	0.0	0	0.0
George Brown	671	614	91.5	51	7.6	6	0.9
Georgian	267	263	98.5	4	1.5	0	0.0
Humber	548	538	98.2	10	1.8	0	0.0
Lambton	N/A	-	-	-	-	-	-
Loyalist	158	158	100.0	0	0.0	0	0.0
Mohawk	453	450	99.3	3	0.7	0	0.0
Niagara	257	229	89.1	28	10.9	0	0.0
Northern	N/A	-	-	-	-	-	-
St. Clair	293	280	95.6	13	4.4	0	0.0
St. Lawrence	254	253	99.6	1	0.4	0	0.0
Sault	173	121	69.9	0	0.0	52	30.1
Seneca	606	585	96.5	21	3.5	0	0.0
Sheridan	453	269	59.4	170	37.5	14	3.1
Sir Sandford Fleming	232	232	100.0	0	0.0	0	0.0
La Cité Collégiale	173	159	91.9	14	8.1	0	0.0
Boréal	105	84	80.0	21	20.0	0	0.0
Grands Lacs	9	5	55.6	3	33.3	1	11.1
All Colleges	6934	6403	92.3	375	5.4	156	2.2

Table 5: Staff by Employee Type and Probationary Status 1995-96 (page 1 of 3)

College	No. of Staff	Counsellor						Instructor					
		#N/P	%N/P	#Pr	%Prb	#N/S	%N/S	#N/P	%N/P	#Prb	%Prb	# N/S	% N/S
Algonquin	605	12	85.7	2	14.3	0	0.0	0	0.0	2	100.0	0	0.0
Cambrian	256	11	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Canadore	178	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Centennial	460	10	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Conestoga	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Confederation	163	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Durham	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Fanshawe	620	18	100.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
George Brown	671	0	0.0	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0
Georgian	267	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Humber	548	13	100.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0
Lambton	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Loyalist	158	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Mohawk	453	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Niagara	257	11	100.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0
Northern	N/A	-	-	-	-	-	-	-	-	-	-	-	-
St. Clair	293	6	100.0	0	0.0	0	0.0	4	57.1	3	42.9	0	0.0
St. Lawrence	254	23	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sault	173	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Seneca	606	26	96.3	1	3.7	0	0.0	0	0.0	0	0.0	0	0.0
Sheridan	453	5	33.3	10	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Sir Sandford Fleming	232	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
La Cité Collégiale	173	5	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Boréal	105	8	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Grands Lacs	9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
All Colleges	6934	155	92.3	13	7.7	0	0.0	10	62.5	6	37.5	0	0.0

Table 5: Staff by Employee Type and Probationary Status 1995-96 (page 2 of 3)

College	No. of Staff	Librarian						Professor					
		#N/P	%N/P	#Prb	%Prb	# N/S	%N/S	#N/P	%N/P	#Prb	%Prb	#N/S	%N/S
Algonquin	605	4	100.0	0	0.0	0	0.0	565	96.6	20	3.4	0	0.0
Cambrian	256	0	0.0	0	0.0	0	0.0	178	72.7	1	0.4	66	26.9
Canadore	178	0	0.0	0	0.0	0	0.0	159	90.9	1	0.6	15	8.6
Centennial	460	4	80.0	1	20.0	0	0.0	438	98.4	7	1.6	0	0.0
Conestoga	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Confederation	163	0	0.0	0	0.0	0	0.0	156	97.5	2	1.3	2	1.3
Durham	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Fanshawe	620	5	100.0	0	0.0	0	0.0	596	100.0	0	0.0	0	0.0
George Brown	671	0	0.0	0	0.0	0	0.0	611	91.5	51	7.6	6	0.9
Georgian	267	0	0.0	0	0.0	0	0.0	262	98.5	4	1.5	0	0.0
Humber	548	3	100.0	0	0.0	0	0.0	518	98.1	10	1.9	0	0.0
Lambton	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Loyalist	158	0	0.0	0	0.0	0	0.0	158	100.0	0	0.0	0	0.0
Mohawk	453	0	0.0	0	0.0	0	0.0	450	99.3	3	0.7	0	0.0
Niagara	257	0	0.0	0	0.0	0	0.0	218	89.0	27	11.0	0	0.0
Northern	N/A	-	-	-	-	-	-	-	-	-	-	-	-
St. Clair	293	0	0.0	0	0.0	0	0.0	270	96.4	10	3.6	0	0.0
St. Lawrence	254	2	100.0	0	0.0	0	0.0	228	99.6	1	0.4	0	0.0
Sault	173	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Seneca	606	5	100.0	0	0.0	0	0.0	554	96.5	20	3.5	0	0.0
Sheridan	453	0	0.0	0	0.0	0	0.0	264	62.3	160	37.7	0	0.0
Sir Sandford Fleming	232	0	0.0	0	0.0	0	0.0	232	100.0	0	0.0	0	0.0
La Cité Collégiale	173	1	100.0	0	0.0	0	0.0	153	91.6	14	8.4	0	0.0
Boréal	105	1	100.0	0	0.0	0	0.0	75	78.1	21	21.9	0	0.0
Grands Lacs	9	0	0.0	0	0.0	0	0.0	5	55.6	3	33.3	1	11.1
All Colleges	6934	25	96.2	1	3.8	0	0.0	6090	93.2	355	5.4	90	1.4

Table 5 : Staff by Employee Type and Probationary Status 1995-96 (page 3 of 3)

College	No. of Staff	Not Specified					
		#N/P	%N/P	#Prb	%Prb	# N/S	%N/S
Algonquin	605	0	0.0	0	0.0	0	0.0
Cambrian	256	0	0.0	0	0.0	0	0.0
Canadore	178	0	0.0	0	0.0	0	0.0
Centennial	460	0	0.0	0	0.0	0	0.0
Conestoga	N/A	-	-	-	-	-	-
Confederation	163	0	0.0	0	0.0	0	0.0
Durham	N/A	-	-	-	-	-	-
Fanshawe	620	0	0.0	0	0.0	0	0.0
George Brown	671	0	0.0	0	0.0	0	0.0
Georgian	267	0	0.0	0	0.0	0	0.0
Humber	548	2	100.0	0	0.0	0	0.0
Lambton	N/A	-	-	-	-	-	-
Loyalist	158	0	0.0	0	0.0	0	0.0
Mohawk	453	0	0.0	0	0.0	0	0.0
Niagara	257	0	0.0	0	0.0	0	0.0
Northern	N/A	-	-	-	-	-	-
St. Clair	293	0	0.0	0	0.0	0	0.0
St. Lawrence	254	0	0.0	0	0.0	0	0.0
Sault	173	121	69.9	0	0.0	52	30.1
Seneca	606	0	0.0	0	0.0	0	0.0
Sheridan	453	0	0.0	0	0.0	14	100.0
Sir Sandford Fleming	232	0	0.0	0	0.0	0	0.0
La Cité Collégiale	173	0	0.0	0	0.0	0	0.0
Boréal	105	0	0.0	0	0.0	0	0.0
Grands Lacs	9	0	0.0	0	0.0	0	0.0
All Colleges	6934	123	65.1	0	0.0	66	34.9

Table 6: Reasons for no SWF throughout the academic year 1995-96 (page 1 of 2)

College	No SWF	Prof. Dev.		Personal		Mat/Parent		Prepaid		LTD	
		#	%	#	%	#	%	#	%	#	%
Algonquin	82	13	15.9	3	3.7	0	0.0	3	3.7	2	2.4
Cambrian	38	2	5.3	4	10.5	2	5.3	0	0.0	1	2.6
Canadore	15	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Centennial	52	6	11.5	6	11.5	0	0.0	1	1.9	5	9.6
Conestoga	N/A	-	-	-	-	-	-	-	-	-	-
Confederation	10	0	0.0	0	0.0	0	0.0	0	0.0	4	40.0
Durham	N/A	-	-	-	-	-	-	-	-	-	-
Fanshawe	163	9	5.5	4	2.5	1	0.6	0	0.0	18	11.0
George Brown	N/A	-	-	-	-	-	-	-	-	-	-
Georgian	14	3	21.4	4	28.6	1	7.1	0	0.0	1	7.1
Humber	62	9	14.5	9	14.5	4	6.5	0	0.0	13	21.0
Lambton	N/A	-	-	-	-	-	-	-	-	-	-
Loyalist	N/A	-	-	-	-	-	-	-	-	-	-
Mohawk	N/A	-	-	-	-	-	-	-	-	-	-
Niagara	22	3	13.6	1	4.5	1	4.5	1	4.5	3	13.6
Northern	N/A	-	-	-	-	-	-	-	-	-	-
St. Clair	35	3	8.6	0	0.0	0	0.0	0	0.0	3	8.6
St. Lawrence	12	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sault	N/A	-	-	-	-	-	-	-	-	-	-
Seneca	68	0	0.0	8	11.8	0	0.0	2	2.9	17	25.0
Sheridan	73	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sir Sandford Fleming	8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
La Cité Collégiale	23	4	17.4	0	0.0	0	0.0	2	8.7	2	8.7
Boréal	13	1	7.7	0	0.0	0	0.0	0	0.0	2	15.4
Grands Lacs	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
All Colleges	690	53	7.7	39	5.7	9	1.3	9	1.3	71	10.3

Table 6 : Reasons for no SWF throughout the academic year 1995-96 (page 2 of 2)

College	No SWF	Union Bus		Vacation		Proj Asgn		Sabbatical		Other		Not Specified	
		#	%	#	%	#	%	#	%	#	%	#	%
Algonquin	82	1	1.2	1	1.2	8	9.8	0	0.0	51	62.2	0	0.0
Cambrian	38	0	0.0	0	0.0	13	34.2	3	7.9	2	5.3	11	28.9
Canadore	15	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	15	100.0
Centennial	52	0	0.0	0	0.0	8	15.4	0	0.0	24	46.2	2	3.8
Conestoga	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Confederation	10	0	0.0	0	0.0	0	0.0	0	0.0	6	60.0	0	0.0
Durham	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Fanshawe	163	0	0.0	0	0.0	0	0.0	0	0.0	113	69.3	18	11.0
George Brown	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Georgian	14	0	0.0	0	0.0	5	35.7	0	0.0	0	0.0	0	0.0
Humber	62	0	0.0	0	0.0	0	0.0	0	0.0	16	25.8	11	17.7
Lambton	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Loyalist	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Mohawk	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Niagara	22	1	4.5	0	0.0	0	0.0	0	0.0	11	50.0	1	4.5
Northern	N/A	-	-	-	-	-	-	-	-	-	-	-	-
St. Clair	35	0	0.0	0	0.0	18	51.4	0	0.0	11	31.4	0	0.0
St. Lawrence	12	0	0.0	0	0.0	0	0.0	0	0.0	12	100.0	0	0.0
Sault	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Seneca	68	1	1.5	0	0.0	0	0.0	4	5.9	36	52.9	0	0.0
Sheridan	73	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	73	100.0
Sir Sandford Fleming	8	0	0.0	0	0.0	0	0.0	4	50.0	4	50.0	0	0.0
La Cité Collégiale	23	2	8.7	1	4.3	3	13.0	0	0.0	9	39.1	0	0.0
Boréal	13	0	0.0	0	0.0	2	15.4	1	7.7	7	53.8	0	0.0
Grands Lacs	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
All Colleges	690	5	0.7	2	0.3	57	8.3	12	1.7	302	43.8	131	19.0

Table 7.1: Workload by Function (Average Hours per Week) - Fall Snapshot 1995-96

College	Number of Staff with SWFs	Teaching Contact	Preparation	Evaluation/Feedback	Complementary Hours	Total Workload
Algonquin	488	14.6	9.0	8.2	9.4	41.2
Cambrian	163	15.6	9.7	9.1	8.4	42.4
Canadore	203	15.8	8.8	7.5	11.3	40.4
Centennial	387	13.7	8.4	8.9	11.7	42.4
Conestoga	N/A	-	-	-	-	-
Confederation	142	15.1	9.0	6.7	11.8	42.5
Durham	N/A	-	-	-	-	-
Fanshawe	446	14.4	8.6	8.3	9.5	40.9
George Brown	363	16.3	9.6	8.3	7.8	41.4
Georgian	223	13.9	8.3	9.1	11.8	43.2
Humber	475	14.2	8.0	9.4	10.5	42.1
Lambton	N/A	-	-	-	-	-
Loyalist	161	14.5	8.9	9.6	10.0	42.8
Mohawk	360	14.6	8.5	10.9	8.6	42.2
Niagara	228	14.1	8.9	8.7	10.8	42.6
Northern	N/A	-	-	-	-	-
St. Clair	244	15.4	10.2	9.6	5.3	40.4
St. Lawrence	230	13.8	9.0	8.3	11.1	41.5
Sault	166	14.3	9.5	7.6	6.8	38.1
Seneca	515	13.8	8.0	10.4	9.0	41.1
Sheridan	389	15.2	8.7	9.5	9.0	42.3
Sir Sandford Fleming	212	12.6	7.5	9.8	12.3	42.2
La Cité Collégiale	148	13.0	8.6	8.3	11.2	41.1
Boréal	84	14.0	10.2	7.0	11.6	42.1
Grands Lacs	9	13.0	11.7	6.0	11.7	42.4
All Colleges	5636	14.5	8.7	9.0	9.7	41.6

Table 7.2: Workload by Function (Average Hours per Week) - Winter Snapshot 1995-96

College	Number of Staff with SWFs	Teaching Contact	Preparation	Evaluation/Feedback	Complementary Hours	Total Workload
Algonquin	468	14.5	9.0	7.8	9.7	40.9
Cambrian	205	15.0	9.2	7.8	8.9	40.7
Canadore	184	15.6	8.8	6.9	12.0	40.1
Centennial	362	13.5	8.3	8.4	12.7	42.1
Conestoga	N/A	-	-	-	-	-
Confederation	146	15.2	9.1	6.3	11.8	42.4
Durham	N/A	-	-	-	-	-
Fanshawe	405	14.8	8.8	8.5	9.2	41.6
George Brown	318	16.4	9.7	8.1	8.1	41.2
Georgian	207	13.8	8.3	8.8	11.9	42.9
Humber	445	14.2	8.1	9.0	10.6	41.9
Lambton	N/A	-	-	-	-	-
Loyalist	156	14.5	9.1	8.6	10.2	42.5
Mohawk	343	15.1	8.6	9.7	9.7	43.2
Niagara	216	14.0	8.7	8.2	11.0	41.7
Northern	N/A	-	-	-	-	-
St. Clair	240	15.2	10.4	9.3	5.5	40.6
St. Lawrence	219	13.8	8.9	7.9	11.1	41.3
Sault	161	14.0	8.9	7.4	6.9	37.0
Seneca	478	13.6	8.0	9.8	9.3	40.8
Sheridan	370	14.7	8.3	9.3	9.9	42.2
Sir Sandford Fleming	213	12.9	7.6	9.6	12.9	42.6
La Cité Collégiale	132	13.4	9.1	7.1	11.6	41.3
Boréal	82	12.0	9.2	5.7	14.2	40.7
Grands Lacs	7	13.3	12.8	5.6	9.9	41.1
All Colleges	5357	14.4	8.7	8.5	10.1	41.5

Table 8: Average Teaching Contact Hours Per Week - Coordinators Excluded - Fall and Winter Snapshots 1995-96

College	Fall Snapshot				Winter Snapshot			
	# Records	Minimum	Maximum	Average	# Records	Minimum	Maximum	Average
Algonquin	371	2.0	23.0	15.4	355	1.1	24.0	15.2
Boréal	76	4.0	20.0	14.8	70	4.0	22.0	13.6
Cambrian	127	3.0	20.0	15.8	156	1.0	24.0	15.3
Canadore	120	2.0	60.0	16.6	108	2.0	40.0	15.7
Centennial	301	2.0	20.0	14.6	277	2.0	20.0	14.3
Cité Collégiale	94	6.0	18.0	13.8	82	3.0	20.0	14.5
Conestoga	N/A	-	-	-	N/A	-	-	-
Confederation	136	2.0	25.0	15.1	140	4.0	23.0	15.1
Durham	N/A	-	-	-	N/A	-	-	-
Fanshawe	368	2.0	20.0	14.9	330	2.0	20.0	15.5
George Brown	299	4.0	20.0	16.5	262	3.0	20.0	16.6
Georgian	185	3.0	20.0	14.7	172	3.0	20.0	14.7
Grands Lacs	3	3.0	12.0	17.0	2	12.0	20.0	16.0
Humber	397	2.0	20.0	15.1	370	3.0	20.0	15.0
Lambton	N/A	-	-	-	N/A	-	-	-
Loyalist	158	3.0	20.0	14.6	153	3.0	20.0	14.6
Mohawk	306	3.0	23.0	14.8	295	3.0	30.0	15.3
Niagara	173	3.0	40.0	15.0	161	7.0	20.0	14.9
Northern	N/A	-	-	-	N/A	-	-	-
St. Clair	170	1.0	20.0	15.5	166	2.0	20.0	15.3
St. Lawrence	202	3.0	20.0	14.2	191	1.0	20.0	14.1
Sault	165	3.0	23.0	14.3	160	2.0	23.0	14.0
Seneca	515	2.0	20.0	13.6	478	2.0	20.0	13.6
Sheridan	286	1.0	20.0	15.9	271	2.0	20.0	15.4
Sir Sandford Fleming	126	3.0	32.0	13.2	126	2.0	35.0	13.3
All Colleges	4578	1.0	60.0	14.9	4325	1.0	40.0	14.9

Table 9: Student Contact Hours per Week - Fall and Winter Snapshots 1995-96

College	Fall Snapshot				Winter Snapshot			
	# Records	Minimum	Maximum	Average	# Records	Minimum	Maximum	Average
Algonquin	488	60.0	652.0	362.1	468	48.0	864.0	353.3
Boréal	84	16.0	510.0	243.2	82	0.0	410.0	191.3
Cambrian	123	50.0	800.0	373.0	208	15.0	702.0	325.8
Canadore	203	40.0	936.0	354.6	181	18.0	881.0	327.6
Centennial	383	40.0	790.0	373.8	360	40.0	840.0	359.0
Cité Collégiale	148	27.2	663.0	290.9	134	40.0	471.0	249.8
Conestoga	N/A	-	-	-	N/A	-	-	-
Confederation	142	54.0	684.0	332.0	146	42.0	630.0	301.4
Durham	N/A	-	-	-	N/A	-	-	-
Fanshawe	446	20.0	1080.0	375.8	405	20.0	902.0	374.5
George Brown	363	48.0	1125.0	388.5	288	74.0	1274.0	401.7
Georgian	232	45.0	820.0	381.4	218	7.0	995.0	374.4
Grands Lacs	9	60.0	500.0	253.2	8	54.0	500.0	219.6
Humber	473	30.0	857.0	378.4	445	56.0	816.0	370.1
Lambton	N/A	-	-	-	N/A	-	-	-
Loyalist	154	2.0	360.0	109.8	148	10.0	312.0	106.0
Mohawk	360	72.0	1000.0	418.1	369	50.0	1065.0	381.6
Niagara	228	100.0	1038.0	359.5	217	87.0	1187.0	338.8
Northern	N/A	-	-	-	N/A	-	-	-
St. Clair	244	24.0	845.0	389.4	240	44.0	1044.0	389.8
St. Lawrence	230	28.0	717.0	364.1	218	48.0	786.0	341.2
Sault	167	18.0	631.0	305.4	160	18.0	608.0	296.7
Seneca	515	30.0	685.0	392.8	478	28.0	992.0	370.4
Sheridan	380	60.0	1575.0	441.6	370	56.0	809.0	420.0
Sir Sandford Fleming	212	20.0	1126.0	398.3	213	36.0	940.0	395.0
All Colleges	5584	2.0	1575.0	369.0	5351	7.0	1274.0	353.6

Table 10.1: Courses by Type of Preparation Factors - Fall Snapshot 1995-96

College	Number of Courses	New (1.1)		Established A (0.85)		Established B (0.60)		Repeat A (0.45)		Repeat B (0.35)		Other	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Algonquin	2031	273	13.4	11	0.5	1207	59.4	93	4.6	447	22.0	0	0.0
Boréal	362	127	35.1	11	3.0	179	49.4	22	6.1	23	6.4	0	0.0
Cambrian	539	68	12.6	14	2.6	320	59.4	52	9.6	84	15.6	1	0.2
Canadore	1019	129	12.7	11	1.1	536	52.6	25	2.5	288	28.3	30	2.9
Centennial	1481	220	14.9	23	1.6	803	54.2	18	1.2	415	28.0	2	0.1
Cité Collégiale	598	118	19.7	16	2.7	356	59.5	43	7.2	65	10.9	0	0.0
Conestoga	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Confederation	681	86	12.6	5	0.7	393	57.7	6	0.9	191	28.0	0	0.0
Durham	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Fanshawe	1872	238	12.7	55	2.9	1031	55.1	45	2.4	503	26.9	0	0.0
George Brown	1544	140	9.1	59	3.8	874	56.6	111	7.2	341	22.1	19	1.2
Georgian	962	109	11.3	32	3.3	486	50.5	33	3.4	298	31.0	4	0.4
Grands Lacs	28	20	71.4	1	3.6	7	25.0	0	0.0	0	0.0	0	0.0
Humber	2052	163	7.9	48	2.3	1073	52.3	95	4.6	669	32.6	4	0.2
Lambton	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Loyalist	154	24	15.6	5	3.2	123	79.9	1	0.6	0	0.0	1	0.6
Mohawk	1666	178	10.7	34	2.0	910	54.6	32	1.9	507	30.4	5	0.3
Niagara	984	171	17.4	20	2.0	478	48.6	52	5.3	263	26.7	0	0.0
Northern	N/A	-	-	-	-	-	-	-	-	-	-	-	-
St. Clair	1353	245	18.1	29	2.1	621	45.9	20	1.5	438	32.4	0	0.0
St. Lawrence	884	165	18.7	10	1.1	507	57.4	9	1.0	180	20.4	13	1.5
Sault	733	156	21.3	16	2.2	394	53.8	53	7.2	114	15.6	0	0.0
Seneca	2273	278	12.2	20	0.9	1110	48.8	191	8.4	674	29.7	0	0.0
Sheridan	2040	241	11.8	14	0.7	1020	50.0	57	2.8	708	34.7	0	0.0
Sir Sandford Fleming	1038	149	14.4	23	2.2	589	56.7	24	2.3	250	24.1	3	0.3
All Colleges	24294	3298	13.6	457	1.9	13017	53.6	982	4.0	6458	26.6	82	0.3

Table 10.2: Courses by Type of Preparation Factors - Winter Snapshot 1995-96

College	Number of Courses	New (1.1)		Established A (0.85)		Established B (0.60)		Repeat A (0.45)		Repeat B (0.35)		Other	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Algonquin	1870	230	12.3	20	1.1	1229	65.7	59	3.2	332	17.8	0	0.0
Boréal	362	122	33.7	8	2.2	183	50.6	18	5.0	31	8.6	0	0.0
Cambrian	870	121	13.9	9	1.0	532	61.1	56	6.4	145	16.7	7	0.8
Canadore	917	113	12.3	9	1.0	490	53.4	31	3.4	242	26.4	32	3.5
Centennial	1365	162	11.9	19	1.4	793	58.1	34	2.5	353	25.9	4	0.3
Cité Collégiale	537	113	21.0	19	3.5	323	60.1	36	6.7	46	8.6	0	0.0
Conestoga	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Confederation	669	74	11.1	14	2.1	416	62.2	4	0.6	161	24.1	0	0.0
Durham	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Fanshawe	1815	208	11.5	58	3.2	1048	57.7	40	2.2	461	25.4	0	0.0
George Brown	1270	123	9.7	24	1.9	772	60.8	92	7.2	234	18.4	25	2.0
Georgian	897	119	13.3	19	2.1	468	52.2	36	4.0	254	28.3	1	0.1
Grands Lacs	28	21	75.0	0	0.0	7	25.0	0	0.0	0	0.0	0	0.0
Humber	1899	166	8.7	35	1.8	1012	53.3	38	2.0	645	34.0	3	0.2
Lambton	N/A	-	-	-	-	-	-	-	-	-	-	-	-
Loyalist	148	23	15.5	6	4.1	117	79.1	0	0.0	2	1.4	0	0.0
Mohawk	1689	128	7.6	29	1.7	988	58.5	81	4.8	460	27.2	3	0.2
Niagara	935	147	15.7	17	1.8	505	54.0	38	4.1	228	24.4	0	0.0
Northern	N/A	-	-	-	-	-	-	-	-	-	-	-	-
St. Clair	1259	201	16.0	42	3.3	678	53.9	13	1.0	325	25.8	0	0.0
St. Lawrence	841	130	15.5	7	0.8	521	62.0	11	1.3	154	18.3	18	2.1
Sault	690	119	17.2	11	1.6	414	60.0	32	4.6	114	16.5	0	0.0
Seneca	2046	260	12.7	24	1.2	1039	50.8	162	7.9	561	27.4	0	0.0
Sheridan	1882	189	10.0	39	2.1	948	50.4	56	3.0	650	34.5	0	0.0
Sir Sandford Fleming	1107	138	12.6	31	2.8	616	55.6	17	1.5	303	27.4	1	0.1
All Colleges	23096	2908	12.6	440	1.9	13099	56.7	854	3.7	5701	24.7	94	0.4

Table 11.1: Courses by Type of Evaluation/Feedback Factors - Fall Snapshot 1995-96

College	Number of Courses	Essay/Project (0.03)		Routine/Assisted (0.015)		In-Process (0.0092)		Combined	
		No.	%	No.	%	No.	%	No.	%
Algonquin	2031	863	42.5	502	24.7	167	8.2	499	24.6
Boréal	362	332	91.7	8	2.2	12	3.3	10	2.8
Cambrian	536	358	66.8	63	11.8	28	5.2	87	16.2
Canadore	1019	429	42.1	266	26.1	107	10.5	217	21.3
Centennial	1481	694	46.9	178	12.0	132	8.9	477	32.2
Cité Collégiale	598	514	86.0	25	4.2	19	3.2	40	6.7
Conestoga	N/A	-	-	-	-	-	-	-	-
Confederation	681	9	1.3	23	3.4	36	5.3	613	90.0
Durham	N/A	-	-	-	-	-	-	-	-
Fanshawe	1872	588	31.4	261	13.9	174	9.3	849	45.4
George Brown	1544	631	40.9	277	17.9	215	13.9	421	27.3
Georgian	962	438	45.5	68	7.1	73	7.6	383	39.8
Grands Lacs	27	23	85.2	4	14.8	0	0.0	0	0.0
Humber	2050	814	39.7	53	2.6	112	5.5	1071	52.2
Lambton	N/A	-	-	-	-	-	-	-	-
Loyalist	154	102	66.2	21	13.6	7	4.5	24	15.6
Mohawk	1643	834	50.8	122	7.4	44	2.7	643	39.1
Niagara	963	569	59.1	143	14.8	81	8.4	170	17.7
Northern	N/A	-	-	-	-	-	-	-	-
St. Clair	1353	475	35.1	261	19.3	199	14.7	418	30.9
St. Lawrence	884	283	32.0	207	23.4	32	3.6	362	41.0
Sault	733	24	3.3	52	7.1	33	4.5	624	85.1
Seneca	2273	1149	50.5	19	0.8	107	4.7	988	43.9
Sheridan	2040	79	3.9	68	3.3	165	8.1	1728	84.7
Sir Sandford Fleming	1058	682	64.5	352	33.3	24	2.3	0	0.0
All Colleges	24264	9890	40.8	2973	12.3	1767	7.3	9634	39.7

Table 11.2: Courses by Type of Evaluation/Feedback Factors - Winter Snapshot 1995-96

College	Number of Courses	Essay/Project (0.03)		Routine/Assisted (0.015)		in-Process (0.0092)		Combined	
		No.	%	No.	%	No.	%	No.	%
Algonquin	1870	774	41.4	464	24.8	204	10.9	428	22.9
Boréal	362	314	86.7	22	6.1	10	2.8	16	4.4
Cambrian	864	573	66.3	153	17.7	47	5.4	91	10.5
Canadore	917	378	41.2	232	25.32	99	10.8	208	22.7
Centennial	1365	606	44.4	177	13.0	136	10.0	446	32.7
Cité Collégiale	537	466	86.8	10	1.9	26	4.8	35	6.5
Conestoga	N/A	-	-	-	-	-	-	-	-
Confederation	669	7	1.0	8	1.2	18	2.7	636	95.1
Durham	N/A	-	-	-	-	-	-	-	-
Fanshawe	1815	648	35.7	237	13.1	142	7.8	788	43.4
George Brown	1270	387	30.5	204	16.1	218	17.2	461	36.3
Georgian	897	386	43.0	66	7.4	65	7.2	380	42.4
Grands Lacs	28	22	78.6	6	21.4	0	0.0	0	0.0
Humber	1895	692	36.5	57	3.0	105	5.5	1041	54.9
Lambton	N/A	-	-	-	-	-	-	-	-
Loyalist	148	92	62.2	13	8.8	19	12.8	24	16.2
Mohawk	1676	781	46.6	148	8.8	109	6.5	638	38.1
Niagara	921	586	63.6	130	14.1	80	8.7	125	13.6
Northern	N/A	-	-	-	-	-	-	-	-
St. Clair	1259	370	29.4	325	25.8	136	10.8	428	34.0
St. Lawrence	841	287	34.1	181	21.5	24	2.9	349	41.5
Sault	689	14	2.0	47	6.8	28	4.1	600	87.1
Seneca	2046	1088	53.2	9	0.4	116	5.7	833	40.7
Sheridan	1882	63	3.3	43	2.3	161	8.6	1615	85.8
Sir Sandford Fleming	1129	621	55.0	474	42.0	34	3.0	0	0.0
All Colleges	23080	9155	39.7	3006	13.0	1777	7.7	9142	39.6

Table 12: Distribution of Class Size - Fall and Winter Snapshots 1995-96

College	Fall Snapshot				Winter Snapshot			
	No. Classes	Minimum	Maximum	Average	No. Classes	Minimum	Maximum	Average
Algonquin	2031	3	120	26.45	1870	4	140	26.18
Boréal	368	2	72	18.07	362	1	33	16.33
Cambrian	539	2	120	24.59	869	1	73	22.45
Canadore	1019	1	142	23.91	915	1	79	21.13
Centennial	1480	3	146	29.17	1361	3	120	29.29
Cité Collégiale	598	2	73	22.73	535	2	50	19.47
Conestoga	N/A	-	-	-	N/A	-	-	-
Confederation	681	1	75	23.25	669	1	65	21.81
Durham	N/A	-	-	-	N/A	-	-	-
Fanshawe	1872	1	174	28.14	1815	1	112	26.80
George Brown	1544	1	150	25.07	1270	1	106	25.58
Georgian	962	4	90	29.04	897	1	90	28.69
Grands Lacs	28	7	37	17.57	28	4	25	16.36
Humber	2052	1	120	27.75	1899	2	120	27.32
Lambton	N/A	-	-	-	N/A	-	-	-
Loyalist	154	2	120	31.36	148	7	104	29.91
Mohawk	1665	1	200	32.48	1698	1	225	27.65
Niagara	983	2	221	28.99	935	1	189	26.57
Northern	N/A	-	-	-	N/A	-	-	-
St. Clair	1353	1	312	29.99	1259	4	298	29.39
St. Lawrence	883	1	100	29.35	838	1	80	27.31
Sault	727	1	73	24.09	681	1	81	23.88
Seneca	2266	1	181	29.41	2030	1	122	27.86
Sheridan	2040	1	196	31.27	1882	2	110	31.00
Sir Sandford Fleming	1061	3	210	38.40	1133	4	245	37.23
All Colleges	24306	1	312	28.38	23094	1	298	27.16

Table 13: Course Preparations - Fall and Winter Snapshots 1995-96

College	Fall Snapshot				Winter Snapshot			
	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	Average
Algonquin	488	1	9	2.77	468	1	10	2.84
Boréal	84	1	9	5.12	79	1	9	4.89
Cambrian	166	1	7	2.67	208	1	9	2.64
Canadore	205	1	6	2.87	184	1	8	2.99
Centennial	387	1	7	2.60	362	1	7	2.60
Cité Collégiale	148	1	6	3.00	132	1	6	3.11
Conestoga	N/A	-	-	-	N/A	-	-	-
Confederation	142	1	6	3.31	146	1	6	3.34
Durham	N/A	-	-	-	N/A	-	-	-
Fanshawe	446	1	9	2.90	405	1	9	3.18
George Brown	362	1	7	2.96	318	1	7	3.15
Georgian	224	1	6	2.46	207	1	6	2.56
Grands Lacs	7	1	5	3.29	6	2	4	3.33
Humber	476	1	16	2.71	443	1	13	2.77
Lambton	N/A	-	-	-	N/A	-	-	-
Loyalist	161	1	7	3.04	156	1	7	3.25
Mohawk	N/A	-	-	-	N/A	-	-	-
Niagara	228	1	6	2.65	217	1	6	2.86
Northern	N/A	-	-	-	N/A	-	-	-
St. Clair	244	1	10	3.26	240	1	10	3.40
St. Lawrence	236	1	6	2.82	222	1	5	2.88
Sault	167	1	8	3.13	158	1	8	2.98
Seneca	515	1	8	2.45	478	1	6	2.47
Sheridan	325	1	20	3.10	351	1	8	2.96
Sir Sandford Fleming	191	1	6	2.70	164	1	9	2.91
All Colleges	5202	1	20	2.85	4944	1	13	2.93

Table 14: Course Sections - Fall and Winter Snapshots 1995-96

College	Fall Snapshot				Winter Snapshot			
	Number	Minimum	Maximum	Average	Number	Minimum	Maximum	Average
Algonquin	488	1	11	4.17	468	1	12	4.00
Boréal	86	1	10	4.29	80	1	8	3.60
Cambrian	166	1	8	4.14	208	1	9	4.14
Canadore	205	1	10	3.96	184	1	14	4.09
Centennial	387	1	8	3.61	361	1	9	3.48
Cité Collégiale	148	1	7	4.04	132	1	7	4.01
Conestoga	N/A	-	-	-	N/A	-	-	-
Confederation	142	1	9	3.95	146	1	9	3.72
Durham	N/A	-	-	-	N/A	-	-	-
Fanshawe	446	1	13	4.20	405	1	11	4.46
George Brown	362	1	10	4.24	318	1	9	4.31
Georgian	224	1	9	4.13	207	1	9	4.16
Grands Lacs	7	1	5	3.29	6	1	4	3.50
Humber	476	1	9	3.75	446	1	8	3.81
Lambton	N/A	-	-	-	N/A	-	-	-
Loyalist	161	1	12	4.05	156	1	11	3.99
Mohawk	N/A	-	-	-	N/A	-	-	-
Niagara	228	1	9	4.04	217	1	9	4.09
Northern	N/A	-	-	-	N/A	-	-	-
St. Clair	243	1	12	4.74	240	1	12	4.70
St. Lawrence	236	1	8	3.80	222	1	8	3.80
Sault	167	1	9	4.11	158	1	9	3.98
Seneca	515	1	10	4.41	478	1	11	4.28
Sheridan	325	1	30	4.47	351	1	12	4.70
Sir Sandford Fleming	179	1	9	4.06	154	1	9	4.29
All Colleges	5191	1	30	4.12	4937	1	14	4.12

Table 15: Year End Totals - Employees with SWFs in Both Snapshots Only 1995-96

College	No. SWFs	Teaching Contact Hours			Teaching Contact Days			Teaching Contact Weeks		
		Minimum	Maximum	Average	Minimum	Maximum	Average	Minimum	Maximum	Average
Algonquin	438	65.85	1040.00	469.47	120.00	260.00	164.22	24.00	52.00	32.84
Boréal	78	91.20	728.00	401.75	109.00	232.00	157.38	22.00	47.00	32.15
Cambrian	155	63.60	956.00	518.54	17.00	239.00	163.85	3.00	48.00	32.96
Canadore	172	75.00	986.00	471.13	74.00	239.00	151.15	15.00	47.80	31.57
Centennial	358	64.00	817.00	461.23	17.00	234.00	172.65	17.00	48.00	35.72
Cité Collégiale	130	188.00	695.00	408.71	15.00	190.00	152.73	23.00	38.00	30.76
Conestoga	N/A	-	-	-	-	-	-	-	-	-
Confederation	138	209.00	826.00	509.54	83.00	225.00	162.20	17.00	47.00	33.47
Durham	N/A	-	-	-	-	-	-	-	-	-
Fanshawe	401	58.00	836.00	482.80	110.00	220.00	170.10	22.00	44.00	34.05
George Brown	307	48.00	868.00	551.84	119.00	221.00	172.05	24.00	45.00	34.98
Georgian	187	5.00	816.00	437.89	62.00	234.00	157.68	16.00	48.00	31.88
Grands Lacs	N/A	-	-	-	-	-	-	-	-	-
Humber	437	80.00	800.00	474.76	80.00	240.00	166.17	16.00	48.00	33.88
Lambton	N/A	-	-	-	-	-	-	-	-	-
Loyalist	172	39.00	760.00	267.66	20.00	190.00	89.92	7.00	38.00	19.53
Mohawk	303	75.00	798.50	448.40	140.00	215.00	170.23	28.00	43.00	34.05
Niagara	211	144.00	760.00	447.98	4.00	223.00	159.82	15.00	45.00	33.65
Northern	N/A	-	-	-	-	-	-	-	-	-
St. Clair	226	99.00	779.00	505.54	120.00	205.00	166.31	24.00	41.00	33.26
St. Lawrence	214	90.00	771.00	459.93	73.00	251.00	167.77	15.00	51.00	34.33
Sault	N/A	-	-	-	-	-	-	-	-	-
Seneca	464	56.00	692.00	446.38	87.00	187.00	170.88	18.00	38.00	34.93
Sheridan	359	32.00	909.00	502.71	125.00	260.00	170.14	25.00	52.00	34.04
Sir Sandford Fleming	201	8.00	724.00	401.11	70.00	215.00	164.49	14.00	43.00	32.86
All Colleges	4951	5.00	1040.00	466.32	4.00	260.00	164.01	3.00	52.00	33.32