



**Ministry of Labour  
Labour Management Services  
Office of Collective Bargaining Information**

# **1999–2000 CAAT Academic Workload Survey**

**An Analysis of  
Standard Workload Form Records for  
Full-time Academic Staff of  
Ontario Colleges of  
Applied Arts and Technology**

**January 2002**

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# **1. INTRODUCTION**

This report presents the results of the survey of the 1999–2000 academic staff workload in Ontario’s colleges of applied arts and technology. The survey compiled information recorded on standard workload forms (SWFs). Academic staff supervisors are required to complete a SWF for each academic staff member under the terms and conditions of the 1996–2001 collective agreement between the Ontario Council of Regents for the Colleges of Applied Arts and Technology and the Ontario Public Service Employees Union (OPSEU), representing the college academic employees.

The survey was conducted by the Office of Collective Bargaining Information (OCBI), in consultation with the College Relations Commission Information Services (CRCIS) Advisory Committee. The terms of reference for the CRCIS Advisory Committee are set out in the memorandum of understanding appended to the 1996–2001 college academic collective agreement.

For more information about the survey or this document, contact:

Office of Collective Bargaining Information  
Ontario Ministry of Labour  
400 University Avenue, 9<sup>th</sup> Floor  
Toronto ON M7A 1T7  
Telephone: (416) 326-1260  
Fax: (416) 325-4134  
E-mail: [ocbi@mol.gov.on.ca](mailto:ocbi@mol.gov.on.ca)

## **2. SUBMISSION AND PROCESSING OF DATA**

### **2.1 Data Requested**

The survey of staff workload asked colleges to provide data from two snapshot periods – October 25 to 29, 1999 and February 21 to 25, 2000 – plus year-end totals. Where a snapshot week was between intakes, the college used the week immediately following the snapshot week.

### **2.2 Response from Colleges**

Of the 25 colleges, 21 submitted SWF data to OCBI. Durham, Grands Lacs, Niagara and Sheridan did not submit data. The data submitted by 16 of the 21 reporting colleges were jointly ‘signed off’ (agreed to) by the college administration and the OPSEU local president. (See section 2.4 for general limitations of the data submitted. See Appendix A for limitations of data submitted by individual colleges.)

### **2.3 Verification of Data**

OCBI’s preliminary data checking included identifying duplicate and/or unusable records. The data were then converted to a standard record layout and entered into a database. A more detailed review of the data followed, consisting of several checkpoint analyses. The checkpoints applied are as follows:

- missing data
- data values that fall outside limits established in the collective agreement
- differences in reported values and those calculated by applying a formula in the agreement
- ‘flags’ that indicate unusual data values, but not necessarily errors

OCBI then generated a series of verification reports for each college, listing all records that had produced a checkpoint message. Thirteen colleges submitted corrections, which were incorporated into the database.

## **2.4 Limitations of Data Submitted**

While the colleges and OCBI made every effort to ensure that the data were accurate and complete, the following general limitations should be noted. Any conclusions drawn from the analysis in this report should be viewed in light of these limitations.

- 1) Except where indicated, full-time employees on reduced or less-than-full-time workload were not identified.
- 2) Some colleges did not report any ‘non-SWF’ academic staff. OCBI does not know whether all of the academic staff of these colleges had SWFs or whether the colleges reported only those academic staff with SWFs. (Staff for whom there is no SWF are usually on leave. See section 2.5.4. below.)
- 3) The number of staff reported on the Council of Regents academic staff survey for 1999–2000 varies from the number of staff reported in this survey. The Council of Regents survey reported 6,354 full-time academic staff. When the four colleges that did not submit SWF data are excluded, the number of staff is 5,611. The data provided to OCBI for the same period totalled 5,538 full-time academic staff – a difference of 73. OCBI did not ask the colleges to reconcile or explain the difference.
- 4) Unless otherwise indicated, all percentages throughout this report are based on the 5,538 employees reported by the colleges that responded to the survey.
- 5) For data limitations regarding specific colleges, see Appendix A.

## **2.5 Classification of Academic Employees**

### **2.5.1 Type of Employee**

Of the 5,538 staff reported:

- 5,328 (96.2%) of the staff were classified as professor
- 168 (3%) were classified as counsellors
- 30 (0.6%) were classified as librarians
- 12 (0.2%) were classified as instructors

## **2.5.2 Position of Responsibility – Regular/Coordinator**

Of the 5,538 staff reported:

- 4,443 (80.2%) in fall 1999 and 4,505 (81.3%) in winter 2000 were classified as regular staff
- 763 (13.8%) in fall 1999 and 709 (12.8%) in winter 2000 were classified as Coordinator I
- 329 (5.9%) in fall 1999 and 320 (5.8%) in winter 2000 were classified as Coordinator II
- 3 (0.1%) in fall 1999 and 4 (0.1%) in winter 2000 were classified as Coordinator III

## **2.5.3 Service Status – Non-Probationary/Probationary**

Of the 5,538 staff reported:

- 5,133 (92.7%) were classified as non-probationary
- 375 (6.8%) were classified as probationary employees
- 30 (0.5%) were not classified

## **2.5.4 Reasons for No SWF**

Colleges reported that 630 employees did not have SWFs at any time in the 1999–2000 academic year. The various reasons are as follows (percentages are based on 630 employees):

- 190 (30.2%) were on non-teaching assignments
- 103 (16.3%) were on long-term disability
- 44 (7%) took personal leave
- 42 (6.7%) took professional development leave
- 34 (5.4%) were on project assignment
- 26 (4.1%) were on sabbatical leave

- 10 (1.6%) took prepaid leave
- 5 (0.8%) were on union business
- 3 (0.5%) took maternity/parental leave
- 2 (0.3%) were on vacation
- 171 (27.1%) did not have a SWF for reasons other than those listed above or the colleges did not provide a reason

### **3. ANALYSIS OF DATA**

As noted in section 2.1, the survey asked colleges to provide SWF data from two snapshot periods – October 25 to 29, 1999 and February 21 to 25, 2000 – plus year-end totals. The sections that follow set out the highlights of the information. Sections 3.1 to 3.7 refer to the two snapshot periods. Section 3.8 refers to the year-end data.

The tables in Appendix B provide a more detailed breakdown of the information contained in this report.

#### **3.1 Workload by Function**

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

For the fall snapshot period, data for 4,564 teachers were used in the calculations. For the winter snapshot period, data for 4,439 teachers were used.

##### **3.1.1 Assigned Teaching Contact Hours**

Article 11.01 I states that assigned teaching contact hours for a teacher in post-secondary programs shall not exceed 18 in any week, and for a teacher not in post-secondary programs shall not exceed 20 in any week.

- In the fall snapshot, the average number of weekly teaching contact hours across all colleges was 13.7. Individual college averages ranged from 11.5 hours (Sir Sandford Fleming) to 15.8 hours (Confederation).
- In the winter snapshot, the average number of weekly teaching contact hours across all colleges was 13.6. Individual college averages ranged from 11 hours (Sir Sandford Fleming) to 15.7 hours (Conestoga and Confederation).

##### **3.1.2 Attributed Preparation Hours**

Article 11.01 D 1 sets out the method to be used for determining attributed preparation time, which is a ratio of assigned teaching contact hours to attributed hours for preparation. The attributed hours for preparation vary according to the type of course taught, the section of the course, and whether the staff member has taught the course before. (See section 3.4.1 for an analysis of attributed preparation factors.)

- In the fall snapshot, the average number of weekly attributed preparation hours



across all colleges was 8.3. Individual college averages ranged from 6.6 hours (Sir Sandford Fleming) to 9.9 hours (St. Clair).

- In the winter snapshot, the average number of weekly attributed preparation hours across all colleges was 8.2. Individual college averages ranged from 6.6 hours (Sir Sandford Fleming) to 10.2 hours (St. Clair).

### **3.1.3 Attributed Evaluation and Feedback Hours**

Article 11.01 E 1 sets out the formula for determining evaluation/feedback time, which is a ratio of assigned teaching contact hours to attributed hours for evaluation and feedback. Attributed evaluation/feedback hours are calculated on a per student basis and vary according to the type of evaluation/feedback required for the course. Courses that require more than one type of evaluation/feedback are assigned a ‘combined’ ratio based on the types of evaluation/feedback required. (See section 3.4.2 for an analysis of evaluation/feedback factors.)

- In the fall snapshot, the average number of weekly evaluation/feedback hours across all colleges was 9.3. Individual college averages ranged from 7.2 hours (Confederation) to 10.5 hours (Sir Sandford Fleming).
- In the winter snapshot, the average number of weekly evaluation/feedback hours across all colleges was 8.7. Individual college averages ranged from 6 hours (Northern) to 10 hours (Sir Sandford Fleming).

### **3.1.4 Hours for Complementary Functions**

Article 11.01 F provides a weekly minimum allowance of five hours for routine complementary functions. Additional hours for complementary functions may be assigned.

- In the fall snapshot, the average total number of weekly hours for complementary functions across all colleges was 10. Individual college averages ranged from 5.4 hours (St. Clair) to 13.3 hours (Sir Sandford Fleming).
- In the winter snapshot, the average total number of weekly hours for complementary functions across all colleges was 10.7. Individual college averages ranged from 5.4 hours (St. Clair) to 14.1 hours (Centennial).

### **3.1.5 Total Workload Hours**

Article 11.01 B 1 states that the total workload shall not exceed 44 hours for any week for which there are teaching contact hours. Article 11.01 J 1 states that the maximum overtime is three total workload hours in any one week on a voluntary basis.

- In the fall snapshot, the average total number of weekly workload hours across all colleges was 41.2. Individual college averages ranged from 38.8 hours (St. Clair) to 43.2 hours (Northern).
- In the winter snapshot, the average total number of weekly workload hours across all colleges was 41. Individual college averages ranged from 38.4 hours (St. Clair) to 42.5 hours (Boréal).

## **3.2 Teaching Contact Hours by Position of Responsibility**

### **3.2.1 Teaching Contact Hours, excluding Coordinators**

Article 14.03 A 3 of the collective agreement defines coordinators as those academic staff members who are responsible for providing academic leadership in the coordination of courses and/or programs. In addition to their regular salary, coordinators receive an allowance equal to one (Coordinator I) or two (Coordinator II) steps on the appropriate salary scale. Some colleges have a Coordinator III. In some cases, coordinators may also have a reduced number of teaching contact hours.

OCBI calculated teaching contact hours for all staff, excluding coordinators, within each college and then across all colleges. The purpose of this calculation was to see what effect, if any, the inclusion of coordinators had on the average number of weekly teaching contact hours. For each snapshot, OCBI excluded from the calculation any employee coded as Coordinator I, II or III. OCBI also excluded any records in which the teaching contact hours were reported as blank or zero.

- In the fall snapshot, data for 3,581 regular staff members were used in the calculation. Across all colleges, the average number of weekly teaching contact hours among regular staff was 14.3. Individual college averages ranged from 12 hours (Sir Sandford Fleming) to 16.6 hours (Confederation).
- In the winter snapshot, data for 3,529 regular staff members were used in the calculation. Across all colleges, the average number of weekly teaching contact hours among regular staff was 14.2. Individual college averages ranged from 11.4 hours (Sir Sandford Fleming) to 16.2 hours (Canadore).

The average number of weekly teaching contact hours for all staff, including

coordinators, in the fall snapshot was 13.7, a difference of 0.6 hours from the average that excluded coordinators. In the winter snapshot, the average number of weekly teaching contact hours for all staff was 13.6, also a difference of 0.6 hours.

### **3.2.2 Teaching Contact Hours, Coordinators Only**

OCBI calculated teaching contact hours for coordinators only, within each college and then across all colleges.

For each snapshot period, OCBI included in the calculation any employee coded as Coordinator I, II or III. OCBI excluded any records in which the teaching contact hours were reported as blank or zero.

- In the fall snapshot, data for 983 coordinator records were used in the calculation. Across all colleges the average number of weekly teaching contact hours for coordinators was 11.6. Individual college averages ranged from 8.1 hours (Georgian) to 15.6 hours (Cambrian).
- In the winter snapshot, data for 910 coordinator records were used in the calculation. Across all colleges, the average number of weekly teaching contact hours for coordinators was 11.4. Individual college averages ranged from 7.9 hours (Georgian) to 14.6 hours (St. Clair).

### **3.3 Weekly Student Contact Hours**

For each snapshot period, OCBI calculated student contact hours per week within each college and across all colleges. The calculation excluded any individual course data in which either the teaching contact hours or the class size was reported as blank or zero.

For each snapshot period, OCBI multiplied the teaching contact hours per course by the number of students in that course. The resulting number is the student contact hours per course. OCBI added up the student contact hours per course for each academic staff member to arrive at the number of student contact hours per academic staff member. OCBI then divided the number of student contact hours per academic staff member by the number of academic staff members to arrive at the average number of student contact hours per week.

- In the fall snapshot, 4,551 academic staff members were included in the calculation. Across all colleges, the average number of weekly student contact hours was 392.4. Individual college averages ranged from 274.2 hours (Boréal) to 464.2 hours (George Brown).
- In the winter snapshot, 4,428 academic staff were included in the calculation.

Across all colleges, the average number of weekly student contact hours was 360.2. Individual college averages ranged from 227.4 hours (Boréal) to 449.8 hours (George Brown).

### **3.4 Classification of Courses by Type of Preparation Factor and Type of Evaluation/ Feedback Factor**

Attributed preparation time is based on the type of course taught, the section of the course and whether the staff member has taught the course before. Attributed evaluation/ feedback time is based on the number of students and the type of evaluation/feedback required.

#### **3.4.1 Type of Preparation Factor**

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. OCBI excluded data that reported the preparation factor as blank or zero. Based on the data provided, the most common preparation factor during each of the two snapshot weeks was 0.6 hours, for the type of course described as ‘Established B’.

In the fall snapshot, 20,290 courses were analysed. Of these:

- 54.5% were classified as Established B (preparation factor of 0.6 hours per assigned teaching contact hour), with individual college averages ranging from 45.4% (Georgian) to 74.3% (Northern)
- 28.0% were classified as Repeat B (0.35 hours per assigned teaching contact hour)
- 12.8% were classified as New (1.1 hours per assigned teaching contact hour)
- 3.5% were classified as Repeat A (0.45 hours per assigned teaching contact hour)
- 1.2% were classified as Established A (0.85 hours per assigned teaching contact hour)
- 0.01% were classified as ‘Other’

In the winter snapshot, 19,377 courses were analysed. Of these:

- 58.2% were classified as Established B (preparation factor of 0.6 hours per assigned teaching contact hour), with individual college averages ranging from 50.4% (Georgian and Seneca) to 74.1% (Northern)
- 25.6% were classified as Repeat B (0.35 hours per assigned teaching contact hour)

- 11.9% were classified as New (1.1 hours per assigned teaching contact hour)
- 3.1% were classified as Repeat A (0.45 hours per assigned teaching contact hour)
- 1.2% were classified as Established A (0.85 hours per assigned teaching contact hour)
- 0.01% were classified as ‘Other’

### **3.4.2 Type of Evaluation/Feedback Factor**

Article 11.01 E 1 identifies three types of evaluation/feedback that students may require. OCBI excluded data that reported the evaluation/feedback factor as blank or zero. Based on the data provided, the most common type of evaluation/feedback was a ‘Combined’ factor; that is, one that combined two or more of the three types of evaluation/feedback.

In the fall snapshot, 20,287 courses were analysed. Of these:

- 45.5% were classified as Combined, with individual college averages ranging from 1.6% (Boréal) to 92.5% (Confederation)
- 36.9% were classified as Essay/ Project (evaluation/feedback factor of 0.03 hours per assigned teaching contact hour)
- 10.8% were classified as Routine or Assisted (0.015 hours per assigned teaching contact hour)
- 6.8% were classified as In-Process (0.0092 hours per assigned teaching contact hour)

In the winter snapshot 19,421 courses were analysed. Of these:

- 44.6% were classified as Combined, with individual college averages ranging from 0.5% (Boréal) to 94.6% (Confederation)
- 39.3% were classified as Essay/Project (evaluation/feedback factor of 0.03 hours per assigned teaching contact hour)
- 9.5% were classified as Routine or Assisted (0.015 hours per assigned teaching contact hour)
- 6.6% were classified as In-Process (0.0092 hours per assigned teaching contact

hour)

### **3.5 Class Size**

Article 11.01 E 3 addresses class size. No prescribed limits are set out in the agreement, but class size is used in the formula for determining evaluation/feedback time. Thus, it has an impact on the overall workload. OCBI excluded from the analysis any class sizes that were reported as blank or zero.

- In the fall snapshot, 20,347 courses were analysed. Across all colleges, the average class size was 30.4. Individual college averages ranged from 20.5 students (Boréal) to 44.1 students (Sir Sandford Fleming). The largest class was reported as 265 students (Humber).
- In the winter snapshot, 19,466 courses were analysed. Across all colleges, the average class size was 28.1. Individual college averages ranged from 17.3 students (Boréal) to 39.4 students (Sir Sandford Fleming). The largest class was reported as 245 students (Sir Sandford Fleming).

### **3.6 Number of Course Preparations**

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.

- In the fall snapshot, 4,564 weekly SWF records were analysed. Across all colleges, the average number of course preparations was 3. Individual college averages ranged from 2.3 course preparations (Georgian and Seneca) to 4.1 course preparations (Humber).
- In the winter snapshot, 4,440 weekly SWF records were analysed. Across all colleges, the average number of course preparations was 3. Individual college averages ranged from 2.3 course preparations (Georgian and Seneca) to 3.6 preparations (Confederation and Humber).

### **3.7 Number of Course Sections**

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.

- In the fall snapshot, 4,566 weekly SWF records were analysed. Across all colleges, the average number of course sections was 4.3. Individual college

averages ranged from 3.5 sections (Northern) to 5.1 sections (Confederation).

- In the winter snapshot, 4,445 weekly SWF records analysed. Across all colleges, the average number of course sections was 4.2. Individual college averages ranged from 3.4 sections (Northern) to 4.9 sections (Canadore and Confederation).

### **3.8 Yearly Totals**

In calculating the yearly totals, OCBI included only data for academic staff who had SWFs in both snapshot periods.

#### **3.8.1 Total Teaching Contact Hours**

Article 11.01 K 3 states that the total number of teaching contact hours per academic year shall not exceed 648 for teachers in post-secondary programs and 760 for teachers not in post-secondary programs.

- Across all colleges, the average total number of teaching contact hours per academic year was 432.4. Individual college averages ranged from 324 hours (Loyalist) to 491 hours (Conestoga).

#### **3.8.2 Total Teaching Contact Days**

Article 11.01 K 1 states that the total number of teaching contact days per academic year shall not exceed 180 for teachers in post-secondary programs and 190 for teachers not in post-secondary programs.

- Across all colleges, the average total number of teaching contact days per academic year was 162. Individual college averages ranged from 147.3 days (Conestoga) to 173.1 days (Mohawk and Sir Sandford Fleming).

#### **3.8.3 Total Teaching Contact Weeks**

Article 11.01 B 1 states that the maximum number of teaching contact weeks per academic year is 36 for teachers in post-secondary programs and 38 for teachers not in post-secondary programs.

- Across all colleges, the average number of teaching contact weeks per academic year was 33.1. Individual college averages ranged from 29.8 weeks (Lambton) to

35.5 weeks (Centennial).

### **3.8.4 Total Teaching Contact Hours, excluding Coordinators**

The purpose of calculating the total number of teaching contact hours for all teachers excluding coordinators was to see what effect, if any, the inclusion of coordinators had on the average total number of teaching contact hours for the academic year.

- A total of 3,193 regular staff members were used in the calculation. Across all colleges, the average total number of teaching contact hours per academic year was 455.7. Individual college averages ranged from 369.4 hours (Sir Sandford Fleming) to 516 hours (Canadore).

As noted in section 3.8.1 above, the average total number of teaching contact hours per academic year for all staff is 432.4. The difference between that number and the average total number of teaching contact hours for all staff *excluding coordinators* is 23.3 hours.



## **APPENDICES**

The appendices to this report provide additional data that may be of interest to the reader.

Appendix A outlines the limitations of the data by individual college. Appendix B contains tables that provide a more detailed breakdown of the information in the report.

## Appendix A: Data Limitations

<b>COLLEGE</b>	<b>SWF DATA LIMITATIONS</b>
Canadore	Submitted data for only those employees with SWFs for the year.
Durham	Did not submit any SWF data.
Fanshawe	Submitted data for faculty identified as having a workload reduction. (These data were not included in the database.)
Grands Lacs	Did not submit any SWF data.
Loyalist	Submitted data for only those employees with SWFs for the year.
Mohawk	Submitted data for only those employees with SWFs for the year.
Niagara	Did not submit any SWF data.
Sault	Submitted data for only those employees with SWFs for the year.
Sheridan	Did not submit any SWF data.
St. Clair	Course teaching contact hours are divided into two parts, contact and non-contact. OCBI did not report the non-contact hours.

## **Appendix B:       Tables**

Appendix B contains several tables that provide a more detailed breakdown of the information. For convenience, the tables are listed below.

Table 1	Status of Employee Records
Table 2	Staff by Employee Type
Table 3.1	Staff by Position (Regular/Coordinator), Fall 1999
Table 3.2	Staff by Position (Regular/Coordinator), Winter 2000
Table 4	Staff by Service Status (Non-Probationary/Probationary)
Table 5.1	Staff by Employee Type and Service Status (Professors and Instructors)
Table 5.2	Staff by Employee Type and Service Status (Counsellors and Librarians)
Table 6	Reasons for No SWF
Table 7	Workload by Function (Average Hours per Week)
Table 8.1	Teaching Contact Hours per Week, excluding Coordinators
Table 8.2	Teaching Contact Hours per Week, Coordinators only
Table 9	Student Contact Hours per Week
Table 10.1	Courses by Type of Preparation Factor, Fall 1999
Table 10.2	Courses by Type of Preparation Factor, Winter 2000
Table 11.1	Courses by Type of Evaluation/Feedback Factor, Fall 1999
Table 11.2	Courses by Type of Evaluation/Feedback Factor, Winter 2000
Table 12	Class Size
Table 13	Course Preparations
Table 14	Course Sections
Table 15	Teaching Contact Hours, Days and Weeks per Academic Year
Table 16	Teaching Contact Hours per Academic Year, excluding Coordinators

<b>TABLE 1: STATUS OF EMPLOYEE RECORDS</b>						
<b>College</b>	<b>Signoff received</b>	<b>No. of employees</b>	<b>Employees with at least one SWF</b>		<b>Employees with no SWF</b>	
			<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Algonquin	Yes	519	425	81.9	94	18.1
Boréal	Yes	109	99	90.8	10	9.2
Cambrian	Yes	202	185	91.6	17	8.4
Canadore	No	130	130	100.0	-	-
Centennial	Yes	457	415	90.8	42	9.2
Conestoga	Yes	237	219	92.4	18	7.6
Confederation	Yes	157	135	86.0	22	14.0
Durham	-	-	-	-	-	-
Fanshawe	Yes	414	354	85.5	60	14.5
George Brown	Yes	419	332	79.2	87	20.8
Georgian	Yes	234	212	90.6	22	9.4
Grands Lacs	-	-	-	-	-	-
Humber	Yes	448	377	84.2	71	15.8
La Cité collégiale	Yes	168	150	89.3	18	10.7
Lambton	Yes	103	86	83.5	17	16.5
Loyalist	No	124	124	100.0	-	-
Mohawk	No	328	328	100.0	-	-
Niagara	-	-	-	-	-	-
Northern	No	83	82	98.8	1	1.2
Sault	Yes	155	155	100.0	-	-
Seneca	Yes	580	485	83.6	95	16.4
Sheridan	-	-	-	-	-	-
Sir Sandford Fleming	Yes	224	195	87.1	29	12.9
St. Clair	Yes	255	232	91.0	23	9.0
St. Lawrence	No	192	188	97.9	4	2.1
<b>All colleges 1999-2000</b>		<b>5,538</b>	<b>4,908</b>	<b>88.6</b>	<b>630</b>	<b>11.4</b>

<b>TABLE 2: STAFF BY EMPLOYEE TYPE</b>									
<b>College</b>	<b>No. of staff</b>	<b>Professor</b>		<b>Instructor</b>		<b>Counsellor</b>		<b>Librarian</b>	
		<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Algonquin	519	497	95.8	3	0.6	16	3.1	3	0.6
Boréal	109	104	95.4	-	-	4	3.7	1	0.9
Cambrian	202	198	98.0	1	0.5	3	1.5	-	-
Canadore	130	130	100.0	-	-	-	-	-	-
Centennial	457	436	95.4	-	-	13	2.8	8	1.8
Conestoga	237	228	96.2	-	-	9	3.8	-	-
Confederation	157	157	100.0	-	-	-	-	-	-
Durham	-	-	-	-	-	-	-	-	-
Fanshawe	414	391	94.4	-	-	19	4.6	4	1.0
George Brown	419	389	92.8	-	-	28	6.7	2	0.5
Georgian	234	221	94.4	-	-	11	4.7	2	0.9
Grands Lacs	-	-	-	-	-	-	-	-	-
Humber	448	429	95.8	1	0.2	15	3.3	3	0.7
La Cité collégiale	168	160	95.2	-	-	7	4.2	1	0.6
Lambton	103	97	94.2	-	-	6	5.8	-	-
Loyalist	124	124	100.0	-	-	-	-	-	-
Mohawk	328	328	100.0	-	-	-	-	-	-
Niagara	-	-	-	-	-	-	-	-	-
Northern	83	82	98.8	-	-	1	1.2	-	-
Sault	155	149	96.1	6	3.9	-	-	-	-
Seneca	580	553	95.3	-	-	21	3.6	6	1.0
Sheridan	-	-	-	-	-	-	-	-	-
Sir Sandford Fleming	224	217	96.9	-	-	7	3.1	-	-
St. Clair	255	246	96.5	1	0.4	8	3.1	-	-
St. Lawrence	192	192	100.0	-	-	-	-	-	-
<b>All colleges 1999-2000</b>	<b>5,538</b>	<b>5,328</b>	<b>96.2</b>	<b>12</b>	<b>0.2</b>	<b>168</b>	<b>3.0</b>	<b>30</b>	<b>0.6</b>

**TABLE 3.1: STAFF BY POSITION (REGULAR/COORDINATOR), FALL 1999**

College	No. of staff	Regular Staff		Coordinator I		Coordinator II		Coordinator III	
		No.	%	No.	%	No.	%	No.	%
Algonquin	519	395	76.1	104	20.0	18	3.5	2	0.4
Boréal	109	103	94.5	6	5.5	-	-	-	-
Cambrian	202	149	73.8	35	17.3	18	8.9	-	-
Canadore	130	92	70.8	36	27.7	2	1.5	-	-
Centennial	457	366	80.1	61	13.3	30	6.6	-	-
Conestoga	237	193	81.4	40	16.9	4	1.7	-	-
Confederation	157	111	70.7	43	27.4	3	1.9	-	-
Durham	-	-	-	-	-	-	-	-	-
Fanshawe	414	329	79.5	64	15.5	21	5.1	-	-
George Brown	419	397	94.7	22	5.3	-	-	-	-
Georgian	234	181	77.4	5	2.1	48	20.5	-	-
Grands Lacs	-	-	-	-	-	-	-	-	-
Humber	448	369	82.4	68	15.2	11	2.5	-	-
La Cité collégiale	168	108	64.3	49	29.2	10	6.0	1	0.6
Lambton	103	86	83.5	17	16.5	-	-	-	-
Loyalist	124	86	69.4	18	14.5	20	16.1	-	-
Mohawk	328	290	88.4	19	5.8	19	5.8	-	-
Niagara	-	-	-	-	-	-	-	-	-
Northern	83	75	90.4	5	6.0	3	3.6	-	-
Sault	155	114	73.5	25	16.1	16	10.3	-	-
Seneca	580	475	81.9	62	10.7	43	7.4	-	-
Sheridan	-	-	-	-	-	-	-	-	-
Sir Sandford Fleming	224	177	79.0	47	21.0	-	-	-	-
St. Clair	255	185	72.5	11	4.3	59	23.1	-	-
St. Lawrence	192	162	84.4	26	13.5	4	2.1	-	-
<b>All colleges 1999-2000</b>	<b>5,538</b>	<b>4,443</b>	<b>80.2</b>	<b>763</b>	<b>13.8</b>	<b>329</b>	<b>5.9</b>	<b>3</b>	<b>0.1</b>

**TABLE 3.2: STAFF BY POSITION (REGULAR/COORDINATOR), WINTER 2000**

College	Total no. of staff	Regular Staff		Coordinator I		Coordinator II		Coordinator III	
		No.	%	No.	%	No.	%	No.	%
Algonquin	519	384	74.0	112	21.6	20	3.9	3	0.6
Boréal	109	105	96.3	4	3.7	-	-	-	-
Cambrian	202	149	73.8	35	17.3	18	8.9	-	-
Canadore	130	90	69.2	38	29.2	2	1.5	-	-
Centennial	457	368	80.5	58	12.7	31	6.8	-	-
Conestoga	237	194	81.9	39	16.5	4	1.7	-	-
Confederation	157	157	100.0	-	-	-	-	-	-
Durham	-	-	-	-	-	-	-	-	-
Fanshawe	414	330	79.7	63	15.2	21	5.1	-	-
George Brown	419	397	94.7	22	5.3	-	-	-	-
Georgian	234	181	77.4	5	2.1	48	20.5	-	-
Grands Lacs	-	-	-	-	-	-	-	-	-
Humber	448	368	82.1	68	15.2	12	2.7	-	-
La Cité collégiale	168	107	63.7	52	31.0	8	4.8	1	0.6
Lambton	103	85	82.5	18	17.5	-	-	-	-
Loyalist	124	81	65.3	21	16.9	22	17.7	-	-
Mohawk	328	294	89.6	23	7.0	11	3.4	-	-
Niagara	-	-	-	-	-	-	-	-	-
Northern	83	75	90.4	5	6.0	3	3.6	-	-
Sault	155	114	73.5	25	16.1	16	10.3	-	-
Seneca	580	476	82.1	60	10.3	44	7.6	-	-
Sheridan	-	-	-	-	-	-	-	-	-
Sir Sandford Fleming	224	172	76.8	52	23.2	-	-	-	-
St. Clair	255	186	72.9	9	3.5	60	23.5	-	-
St. Lawrence	192	192	100.0	-	-	-	-	-	-
<b>All colleges 1999-2000</b>	<b>5,538</b>	<b>4,505</b>	<b>81.3</b>	<b>709</b>	<b>12.8</b>	<b>320</b>	<b>5.8</b>	<b>4</b>	<b>0.1</b>

<b>TABLE 4: STAFF BY SERVICE STATUS (NON-PROBATIONARY/PROBATIONARY)</b>							
<b>College</b>	<b>No. of staff</b>	<b>Non-Probationary</b>		<b>Probationary</b>		<b>Not specified</b>	
		<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Algonquin	519	473	91.1	46	8.9	-	-
Boréal	109	100	91.7	9	8.3	-	-
Cambrian	202	202	100.0	.	.	-	-
Canadore	130	124	95.4	1	0.8	5	3.8
Centennial	457	395	86.4	62	13.6	-	-
Conestoga	237	209	88.2	28	11.8	-	-
Confederation	157	126	80.3	7	4.5	24	15.3
Durham	-	-	-	-	-	-	-
Fanshawe	414	401	96.9	13	3.1	-	-
George Brown	419	395	94.3	23	5.5	1	0.2
Georgian	234	209	89.3	25	10.7	-	-
Grands Lacs	-	-	-	-	-	-	-
Humber	448	431	96.2	17	3.8	-	-
La Cité collégiale	168	152	90.5	16	9.5	-	-
Lambton	103	100	97.1	3	2.9	-	-
Loyalist	124	121	97.6	3	2.4	-	-
Mohawk	328	325	99.1	3	0.9	-	-
Niagara	-	-	-	-	-	-	-
Northern	83	74	89.2	9	10.8	-	-
Sault	155	144	92.9	11	7.1	-	-
Seneca	580	506	87.2	74	12.8	-	-
Sheridan	-	-	-	-	-	-	-
Sir Sandford Fleming	224	212	94.6	12	5.4	-	-
St. Clair	255	245	96.1	10	3.9	-	-
St. Lawrence	192	189	98.4	3	1.6	-	-
<b>All colleges 1999-2000</b>	<b>5,538</b>	<b>5,133</b>	<b>92.7</b>	<b>375</b>	<b>6.8</b>	<b>30</b>	<b>0.5</b>



<b>TABLE 5.1: STAFF BY EMPLOYEE TYPE AND SERVICE STATUS (PROFESSORS AND INSTRUCTORS)</b>												
<b>College</b>	<b>Professor</b>							<b>Instructor</b>				
	<b>No. of staff</b>	<b>Non-probationary</b>		<b>Probationary</b>		<b>Not specified</b>		<b>No. of staff</b>	<b>Non-probationary</b>		<b>Probationary</b>	
		<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>		<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Algonquin	497	456	91.8	41	8.2	-	-	3	2	66.7	1	33.3
Boréal	104	95	91.3	9	8.7	-	-	-	-	-	-	-
Cambrian	198	198	100.0	-	-	-	-	1	1	100.0	-	-
Canadore	130	124	95.4	1	0.8	5	3.8	-	-	-	-	-
Centennial	436	376	86.2	60	13.8	-	-	-	-	-	-	-
Conestoga	228	202	88.6	26	11.4	-	-	-	-	-	-	-
Confederation	157	126	80.3	7	4.5	24	15.3	-	-	-	-	-
Durham	-	-	-	-	-	-	-	-	-	-	-	-
Fanshawe	391	383	98.0	8	2.0	-	-	-	-	-	-	-
George Brown	389	366	94.1	22	5.7	1	0.3	-	-	-	-	-
Georgian	221	200	90.5	21	9.5	-	-	-	-	-	-	-
Grands Lacs	-	-	-	-	-	-	-	-	-	-	-	-
Humber	429	413	96.3	16	3.7	-	-	1	1	100.0	-	-
La Cité collégiale	160	145	90.6	15	9.4	-	-	-	-	-	-	-
Lambton	97	94	96.9	3	3.1	-	-	-	-	-	-	-
Loyalist	124	121	97.6	3	2.4	-	-	-	-	-	-	-
Mohawk	328	325	99.1	3	0.9	-	-	-	-	-	-	-
Niagara	-	-	-	-	-	-	-	-	-	-	-	-
Northern	82	73	89.0	9	11.0	-	-	-	-	-	-	-
Sault	149	141	94.6	8	5.4	-	-	6	3	50.0	3	50.0
Seneca	553	485	87.7	68	12.3	-	-	-	-	-	-	-
Sheridan	-	-	-	-	-	-	-	-	-	-	-	-
Sir Sandford Fleming	217	205	94.5	12	5.5	-	-	-	-	-	-	-
St. Clair	246	236	95.9	10	4.1	-	-	1	1	100.0	-	-
St. Lawrence	192	189	98.4	3	1.6	-	-	-	-	-	-	-
<b>All colleges 1999-2000</b>	<b>5,328</b>	<b>4,953</b>	<b>92.9</b>	<b>345</b>	<b>6.5</b>	<b>30</b>	<b>0.5</b>	<b>12</b>	<b>8</b>	<b>66.7</b>	<b>4</b>	<b>33.3</b>

<b>TABLE 5.2: STAFF BY EMPLOYEE TYPE AND SERVICE STATUS (COUNSELLORS AND LIBRARIANS)</b>										
<b>College</b>	<b>Counsellor</b>					<b>Librarian</b>				
	<b>No. of staff</b>	<b>Non-probationary</b>		<b>Probationary</b>		<b>No. of staff</b>	<b>Non-probationary</b>		<b>Probationary</b>	
		<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>		<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Algonquin	16	13	81.3	3	18.8	3	2	66.7	1	33.3
Boréal	4	4	100.0	-	-	1	1	100.0	-	-
Cambrian	3	3	100.0	-	-	-	-	-	-	-
Canadore	-	-	-	-	-	-	-	-	-	-
Centennial	13	12	92.3	1	7.7	8	7	87.5	1	12.5
Conestoga	9	7	77.8	2	22.2	-	-	-	-	-
Confederation	-	-	-	-	-	-	-	-	-	-
Durham	-	-	-	-	-	-	-	-	-	-
Fanshawe	19	14	73.7	5	26.3	4	4	100.0	-	-
George Brown	28	27	96.4	1	3.6	2	2	100.0	-	-
Georgian	11	7	63.6	4	36.4	2	2	100.0	-	-
Grands Lacs	-	-	-	-	-	-	-	-	-	-
Humber	15	14	93.3	1	6.7	3	3	100.0	-	-
La Cité collégiale	7	6	85.7	1	14.3	1	1	100.0	-	-
Lambton	6	6	100.0	-	-	-	-	-	-	-
Loyalist	-	-	-	-	-	-	-	-	-	-
Mohawk	-	-	-	-	-	-	-	-	-	-
Niagara	-	-	-	-	-	-	-	-	-	-
Northern	1	1	100.0	-	-	-	-	-	-	-
Sault	-	-	-	-	-	-	-	-	-	-
Seneca	21	19	90.5	2	9.5	6	2	33.3	4	66.7
Sheridan	-	-	-	-	-	-	-	-	-	-
Sir Sandford Fleming	7	7	100.0	-	-	-	-	-	-	-
St. Clair	8	8	100.0	-	-	-	-	-	-	-
St. Lawrence	-	-	-	-	-	-	-	-	-	-
<b>All colleges 1999-2000</b>	<b>168</b>	<b>148</b>	<b>88.1</b>	<b>20</b>	<b>11.9</b>	<b>30</b>	<b>24</b>	<b>80.0</b>	<b>6</b>	<b>20.0</b>

**TABLE 6: REASONS FOR NO SWF**

College	# staff	Professional Development		Personal Leave		Maternity/ Parental Leave		Prepaid Leave		LTD		Union Business		Vacation		Project Assignment		Sabbatical Leave		Non-Teaching Assignment		Other	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Algonquin	94	-	-	-	-	-	-	2	2.1	8	8.5	2	2.1	1	1.1	16	17.0	8	8.5	17	18.1	40	42.6
Boréal	10	2	20.0	-	-	-	-	1	10.0	-	-	-	-	-	-	-	-	-	-	5	50.0	2	20.0
Cambrian	17	2	11.8	4	23.5	1	5.9	-	-	1	5.9	-	-	-	-	1	5.9	-	-	-	-	8	47.1
Canadore	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Centennial	42	-	-	9	21.4	1	2.4	1	2.4	2	4.8	-	-	-	-	2	4.8	5	11.9	19	45.2	3	7.1
Conestoga	18	3	16.7	2	11.1	-	-	1	5.6	-	-	-	-	-	-	1	5.6	-	-	9	50.0	2	11.1
Confederation	22	-	-	2	9.1	-	-	-	-	5	22.7	-	-	-	-	-	-	-	-	-	-	15	68.2
Durham	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fanshawe	60	10	16.7	3	5.0	-	-	-	-	17	28.3	1	1.7	-	-	2	3.3	-	-	24	40.0	3	5.0
George Brown	87	7	8.0	4	4.6	-	-	1	1.1	21	24.1	-	-	-	-	1	1.1	-	-	30	34.5	23	26.4
Georgian	22	3	13.6	-	-	-	-	-	-	5	22.7	-	-	-	-	1	4.5	-	-	13	59.1	-	-
Grands Lacs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Humber	71	9	12.7	5	7.0	1	1.4	-	-	12	16.9	-	-	-	-	-	-	-	-	18	25.4	26	36.6
La Cité collégiale	18	2	11.1	1	5.6	-	-	1	5.6	2	11.1	-	-	-	-	4	22.2	-	-	8	44.4	-	-
Lambton	17	1	5.9	-	-	-	-	-	-	1	5.9	-	-	-	-	2	11.8	-	-	6	35.3	7	41.2
Loyalist	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mohawk	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Niagara	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Northern	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	100.	-	-
Sault	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Seneca	95	-	-	9	9.5	-	-	3	3.2	19	20.0	1	1.1	-	-	-	-	12	12.6	27	28.4	24	25.3
Sheridan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sir Sandford	29	1	3.4	3	10.3	-	-	-	-	6	20.7	-	-	-	-	-	-	-	-	5	17.2	14	48.3
St. Clair	23	-	-	2	8.7	-	-	-	-	4	17.4	-	-	1	4.3	4	17.4	1	4.3	8	34.8	3	13.0
St. Lawrence	4	2	50.0	-	-	-	-	-	-	-	-	1	25.0	-	-	-	-	-	-	-	-	1	25.0
<b>All colleges, 1999-2000</b>	<b>630</b>	<b>42</b>	<b>6.7</b>	<b>44</b>	<b>7.0</b>	<b>3</b>	<b>0.5</b>	<b>10</b>	<b>1.6</b>	<b>103</b>	<b>16.3</b>	<b>5</b>	<b>0.8</b>	<b>2</b>	<b>0.3</b>	<b>34</b>	<b>5.4</b>	<b>26</b>	<b>4.1</b>	<b>190</b>	<b>30.2</b>	<b>171</b>	<b>27.1</b>

**TABLE 7: WORKLOAD BY FUNCTION (AVERAGE HOURS PER WEEK)**

College	Fall 1999						Winter 2000					
	No. of records	Teaching contact hours	Prep hours	Eval/ feedbk hours	Hours for comp functions	Total workload	No. of records	Teaching contact hours	Prep hours	Eval/ feedbk hours	Hours for comp functions	Total workload
Algonquin	394	13.5	8.2	9.4	8.6	39.7	384	13.2	7.9	8.9	10.0	39.9
Boréal	94	13.9	9.6	7.5	11.9	42.7	94	13.8	9.7	6.3	11.9	42.5
Cambrian	173	15.3	9.2	8.5	7.4	40.0	175	15.0	9.2	7.8	8.8	40.4
Canadore	124	15.1	8.8	8.5	9.2	41.6	124	15.1	8.7	7.7	9.9	41.5
Centennial	388	12.8	8.1	9.0	12.8	42.1	361	12.7	7.7	8.6	14.1	41.5
Conestoga	213	15.5	9.3	9.6	7.6	42.0	213	15.7	9.2	9.1	7.7	41.7
Confederation	84	15.8	9.4	7.2	9.5	41.6	130	15.7	9.6	6.2	10.8	42.3
Durham	-	-	-	-	-	-	-	-	-	-	-	-
Fanshawe	343	13.6	8.0	10.2	10.4	42.1	337	13.7	8.0	9.7	10.7	42.2
George Brown	311	15.0	8.8	9.1	8.5	41.3	233	15.0	8.8	8.7	8.7	40.9
Georgian	192	12.6	7.5	9.6	14.2	42.7	171	12.2	7.4	9.0	16.0	42.3
Grands Lacs	-	-	-	-	-	-	-	-	-	-	-	-
Humber	359	13.3	7.5	9.9	11.0	41.6	359	13.0	7.5	9.6	11.5	41.6
La Cité collégiale	143	12.1	7.4	8.2	13.2	40.9	141	11.9	7.4	7.0	13.7	40.1
Lambton	84	14.6	8.7	9.4	8.2	40.9	84	14.7	8.9	8.0	8.3	40.0
Loyalist	114	14.0	8.8	9.8	9.5	42.1	120	14.1	8.8	9.2	10.0	42.2
Mohawk	272	14.0	8.1	9.9	8.4	40.3	268	14.0	8.1	9.4	9.7	41.0
Niagara	-	-	-	-	-	-	-	-	-	-	-	-
Northern	76	13.1	9.0	7.4	10.9	43.2	76	12.9	9.0	6.0	12.3	41.9
Sault	150	14.1	8.8	8.1	9.7	40.7	143	14.2	9.0	7.5	10.4	41.1
Seneca	453	13.2	7.5	9.8	9.9	40.3	452	12.9	7.3	9.2	10.8	40.2
Sheridan	-	-	-	-	-	-	-	-	-	-	-	-
Sir Sandford Fleming	189	11.5	6.6	10.5	13.3	41.8	183	11.0	6.6	10.0	13.9	41.5
St. Clair	221	14.6	9.9	8.8	5.4	38.8	213	14.7	10.2	8.1	5.4	38.4
St. Lawrence	187	13.9	8.5	9.4	10.0	41.6	178	13.8	8.6	8.5	10.0	40.8
<b>All colleges, 1999-2000</b>	<b>4,564</b>	<b>13.7</b>	<b>8.3</b>	<b>9.3</b>	<b>10.0</b>	<b>41.2</b>	<b>4,439</b>	<b>13.6</b>	<b>8.2</b>	<b>8.7</b>	<b>10.7</b>	<b>41.0</b>

TABLE 8.1: TEACHING CONTACT HOURS PER WEEK, EXCLUDING COORDINATORS								
College	Fall 1999				Winter 2000			
	No. of records	Minimum	Maximum	Average	No. of records	Minimum	Maximum	Average
Algonquin	299	2	22	14.1	278	3	22	13.7
Boréal	90	4	20	14.0	91	2	20	13.8
Cambrian	125	3	20	15.2	125	6	20	15.2
Canadore	86	2	23	15.9	84	6	20	16.2
Centennial	306	3	20	13.7	284	3	20	13.6
Conestoga	169	3	20	15.9	172	3	20	16.1
Confederation	52	2	27	16.6	130	3	25	15.7
Durham	-	-	-	-	-	-	-	-
Fanshawe	261	3	21	14.5	259	2	20	14.5
George Brown	290	3	22	15.2	223	3	20	15.1
Georgian	146	3	20	14.0	135	3	20	13.4
Grands Lacs	-	-	-	-	-	-	-	-
Humber	294	3	20	14.3	290	3	20	14.1
La Cité collégiale	86	2	20	13.0	83	2	19	13.0
Lambton	70	3	20	14.9	69	3	19	15.1
Loyalist	76	3	20	14.6	77	3	20	14.6
Mohawk	234	2	25	14.3	235	3	24	14.1
Niagara	-	-	-	-	-	-	-	-
Northern	68	6	20	13.1	68	3	20	12.8
Sault	110	7	20	14.7	103	6	20	14.7
Seneca	365	4	19	14.0	366	4	19	13.6
Sheridan	-	-	-	-	-	-	-	-
Sir Sandford Fleming	144	5	28	12.0	134	3	27	11.4
St. Clair	153	6	21	14.7	145	3	20	14.7
St. Lawrence	157	2	20	14.4	178	3	20	13.8
<b>All colleges, 1999-2000</b>	<b>3,581</b>	<b>2</b>	<b>28</b>	<b>14.3</b>	<b>3,529</b>	<b>2</b>	<b>27</b>	<b>14.2</b>

<b>TABLE 8.2: TEACHING CONTACT HOURS PER WEEK, COORDINATORS ONLY</b>								
<b>College</b>	<b>Fall 1999</b>				<b>Winter 2000</b>			
	<b>No. of records</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>	<b>No. of records</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>
Algonquin	95	2	18	11.9	106	2	25	11.8
Boréal	4	6	15	12.3	3	7	16	12.3
Cambrian	48	7	20	15.6	50	3	20	14.5
Canadore	38	5	23	13.4	40	4	18	12.8
Centennial	82	2	18	9.6	77	2	18	9.3
Conestoga	44	8	20	13.9	41	7	20	13.8
Confederation	32	8	20	14.4	-	-	-	-
Durham	-	-	-	-	-	-	-	-
Fanshawe	82	2	18	10.7	78	3	17	10.8
George Brown	21	3	20	13.3	10	9	19	13.4
Georgian	46	3	14	8.1	36	2	14	7.9
Grands Lacs	-	-	-	-	-	-	-	-
Humber	65	2	19	8.7	69	1	17	8.4
La Cité collégiale	57	3	18	10.9	58	2	17	10.3
Lambton	14	6	16	13.0	15	10	16	12.7
Loyalist	38	6	18	12.9	43	4	18	13.2
Mohawk	38	4	18	12.3	33	4	20	12.9
Niagara	-	-	-	-	-	-	-	-
Northern	8	6	16	12.6	8	8	16	13.6
Sault	40	5	18	12.6	40	3	20	13.0
Seneca	88	2	16	9.9	86	3	17	9.8
Sheridan	-	-	-	-	-	-	-	-
Sir Sandford Fleming	45	3	15	9.7	49	3	15	9.9
St. Clair	68	2	20	14.4	68	9	20	14.6
St. Lawrence	30	3	18	11.2	-	-	-	-
<b>All colleges, 1999-2000</b>	<b>983</b>	<b>2</b>	<b>23</b>	<b>11.6</b>	<b>910</b>	<b>1</b>	<b>25</b>	<b>11.4</b>

<b>TABLE 9: STUDENT CONTACT HOURS PER WEEK</b>								
<b>College</b>	<b>Fall 1999</b>				<b>Winter 2000</b>			
	<b>No. of records</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>	<b>No. of records</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>
Algonquin	394	16	890	410.3	384	30	864	384.8
Boréal	94	48	695	274.2	94	30	483	227.4
Cambrian	173	99	808	355.5	175	5	1092	322.0
Canadore	124	40	684	355.6	124	68	561	321.5
Centennial	388	45	755	375.4	361	56	710	360.1
Conestoga	213	40	858	412.4	213	40	780	391.5
Confederation	84	112	664	368.3	130	80	646	315.4
Durham	-	-	-	-	-	-	-	-
Fanshawe	343	48	1320	449.0	337	45	1160	413.4
George Brown	300	36	990	464.2	223	48	1060	449.8
Georgian	192	45	693	379.7	171	66	675	349.4
Grand Lacs	-	-	-	-	-	-	-	-
Humber	359	48	1120	410.9	359	1	1205	394.1
La Cité collégiale	143	38	600	289.1	141	22	496	247.1
Lambton	84	120	651	363.7	84	54	588	313.0
Loyalist	114	36	736	404.5	120	45	615	357.2
Mohawk	272	44	1065	435.7	268	36	960	402.3
Niagara	-	-	-	-	-	-	-	-
Northern	76	80	631	292.5	76	45	469	227.8
Sault	149	64	720	325.4	143	18	702	295.6
Seneca	453	28	811	378.6	452	28	714	349.8
Sheridan	-	-	-	-	-	-	-	-
Sir Sandford Fleming	188	99	1590	425.0	182	64	960	374.5
St. Clair	221	36	849	364.3	213	78	1105	339.2
St. Lawrence	187	38	896	404.5	178	78	728	362.9
<b>All colleges, 1999-2000</b>	<b>4,551</b>	<b>16</b>	<b>1590</b>	<b>392.4</b>	<b>4,428</b>	<b>1</b>	<b>1205</b>	<b>360.2</b>

**TABLE 10.1: COURSES BY TYPE OF PREPARATION FACTOR, FALL 1999**

College	No. of courses	New (1.10)		Established A (0.85)		Established B (0.60)		Repeat A (0.45)		Repeat B (0.35)		Other	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Algonquin	1,684	203	12.1	40	2.4	912	54.2	65	3.9	464	27.6	-	-
Boréal	376	90	23.9	2	0.5	230	61.2	17	4.5	37	9.8	-	-
Cambrian	834	111	13.3	7	0.8	480	57.6	45	5.4	191	22.9	-	-
Canadore	631	57	9.0	8	1.3	401	63.5	13	2.1	152	24.1	-	-
Centennial	1,573	268	17.0	22	1.4	809	51.4	59	3.8	412	26.2	3	0.01
Conestoga	1,023	121	11.8	16	1.6	564	55.1	46	4.5	276	27.0	-	-
Confederation	440	48	10.9	8	1.8	267	60.7	3	0.7	114	25.9	-	-
Durham	-	-	-	-	-	-	-	-	-	-	-	-	-
Fanshawe	1,487	178	12.0	10	0.7	836	56.2	72	4.8	391	26.3	-	-
George Brown	1,214	118	9.7	7	0.6	736	60.6	43	3.5	310	25.5	-	-
Georgian	744	117	15.7	8	1.1	338	45.4	13	1.7	268	36.0	-	-
Grands Lacs	-	-	-	-	-	-	-	-	-	-	-	-	-
Humber	1,545	155	10.0	8	0.5	816	52.8	27	1.7	539	34.9	-	-
La Cité collégiale	559	66	11.8	15	2.7	328	58.7	28	5.0	122	21.8	-	-
Lambton	405	52	12.8	3	0.7	230	56.8	36	8.9	84	20.7	-	-
Loyalist	501	93	18.6	3	0.6	274	54.7	-	-	131	26.1	-	-
Mohawk	1,344	143	10.6	10	0.7	693	51.6	46	3.4	452	33.6	-	-
Niagara	-	-	-	-	-	-	-	-	-	-	-	-	-
Northern	268	55	20.5	7	2.6	199	74.3	2	0.7	5	1.9	-	-
Sault	690	106	15.4	17	2.5	388	56.2	34	4.9	145	21.0	-	-
Seneca	1,924	204	10.6	32	1.7	916	47.6	94	4.9	678	35.2	-	-
Sheridan	-	-	-	-	-	-	-	-	-	-	-	-	-
Sir Sandford Fleming	1,088	137	12.6	1	0.1	591	54.3	2	0.2	357	32.8	-	-
St. Clair	1,190	160	13.4	15	1.3	591	49.7	40	3.4	384	32.3	-	-
St. Lawrence	770	107	13.9	5	0.6	458	59.5	20	2.6	180	23.4	-	-
<b>All colleges, 1999-2000</b>	<b>20,290</b>	<b>2,589</b>	<b>12.8</b>	<b>244</b>	<b>1.2</b>	<b>11,057</b>	<b>54.5</b>	<b>705</b>	<b>3.5</b>	<b>5,692</b>	<b>28.0</b>	<b>3</b>	<b>0.01</b>



**TABLE 10.2: COURSES BY TYPE OF PREPARATION FACTOR, WINTER 2000**

College	No. of courses	New (1.10)		Established A (0.85)		Established B (0.60)		Repeat A (0.45)		Repeat B (0.35)		Other	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Algonquin	1,576	196	12.4	31	2.0	889	56.4	17	1.1	443	28.1	-	-
Boréal	362	88	24.3	3	0.8	235	64.9	22	6.1	14	3.9	-	-
Cambrian	854	122	14.3	14	1.6	512	60.0	53	6.2	153	17.9	-	-
Canadore	628	41	6.5	10	1.6	408	65.0	12	1.9	157	25.0	-	-
Centennial	1,443	181	12.5	11	0.8	845	58.6	51	3.5	355	24.6	-	-
Conestoga	1,018	105	10.3	11	1.1	581	57.1	49	4.8	272	26.7	-	-
Confederation	650	76	11.7	14	2.2	404	62.2	4	0.6	152	23.4	-	-
Durham	-	-	-	-	-	-	-	-	-	-	-	-	-
Fanshawe	1,459	156	10.7	18	1.2	872	59.8	56	3.8	357	24.5	-	-
George Brown	869	75	8.6	1	0.1	581	66.9	30	3.5	182	20.9	-	-
Georgian	653	101	15.5	6	0.9	329	50.4	9	1.4	208	31.9	-	-
Grands Lacs	-	-	-	-	-	-	-	-	-	-	-	-	-
Humber	1,525	162	10.6	14	0.9	822	53.9	13	0.9	514	33.7	-	-
La Cité collégiale	525	73	13.9	23	4.4	304	57.9	25	4.8	100	19.0	-	-
Lambton	390	48	12.3	2	0.5	246	63.1	13	3.3	81	20.8	-	-
Loyalist	513	72	14.0	2	0.4	342	66.7	-	-	97	18.9	-	-
Mohawk	1,273	131	10.3	20	1.6	677	53.2	54	4.2	391	30.7	-	-
Niagara	-	-	-	-	-	-	-	-	-	-	-	-	-
Northern	259	57	22.0	7	2.7	192	74.1	-	-	3	1.2	-	-
Sault	641	94	14.7	17	2.7	390	60.8	25	3.9	113	17.6	2	0.01
Seneca	1,942	196	10.1	18	0.9	978	50.4	117	6.0	633	32.6	-	-
Sheridan	-	-	-	-	-	-	-	-	-	-	-	-	-
Sir Sandford Fleming	973	117	12.0	3	0.3	599	61.6	-	-	254	26.1	-	-
St. Clair	1,124	133	11.8	15	1.3	621	55.2	36	3.2	319	28.4	-	-
St. Lawrence	700	90	12.9	1	0.1	453	64.7	19	2.7	137	19.6	-	-
<b>All colleges, 1999-2000</b>	<b>19,377</b>	<b>2,314</b>	<b>11.9</b>	<b>241</b>	<b>1.2</b>	<b>11,280</b>	<b>58.2</b>	<b>605</b>	<b>3.1</b>	<b>4,935</b>	<b>25.6</b>	<b>2</b>	<b>0.01</b>

<b>TABLE 11.1: COURSES BY TYPE OF EVALUATION/FEEDBACK FACTOR, FALL 1999</b>									
<b>College</b>	<b>No. of courses</b>	<b>Essay/Project</b>		<b>Routine/Assisted</b>		<b>In-Progress</b>		<b>Combined</b>	
		<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Algonquin	1,670	711	42.6	409	24.5	186	11.1	364	21.8
Boréal	380	323	85.0	24	6.3	27	7.1	6	1.6
Cambrian	828	453	54.7	137	16.5	57	6.9	181	21.9
Canadore	642	284	44.2	60	9.3	47	7.3	251	39.1
Centennial	1,573	705	44.8	269	17.1	191	12.1	408	25.9
Conestoga	1,023	261	25.5	26	2.5	32	3.1	704	68.8
Confederation	440	4	0.9	17	3.9	12	2.7	407	92.5
Durham	-	-	-	-	-	-	-	-	-
Fanshawe	1,485	517	34.8	206	13.9	95	6.4	667	44.9
George Brown	1,217	218	17.9	269	22.1	212	17.4	518	42.6
Georgian	744	361	48.5	40	5.4	19	2.6	324	43.5
Grands Lacs	-	-	-	-	-	-	-	-	-
Humber	1,546	370	23.9	48	3.1	78	5.0	1,050	67.9
La Cité collégiale	559	463	82.8	-	-	46	8.2	50	8.9
Lambton	405	237	58.5	25	6.2	13	3.2	130	32.1
Loyalist	501	268	53.5	30	6.0	38	7.6	165	32.9
Mohawk	1,344	212	15.8	117	8.7	75	5.6	940	69.9
Niagara	-	-	-	-	-	-	-	-	-
Northern	268	132	49.3	15	5.6	14	5.2	107	39.9
Sault	677	316	46.7	64	9.5	38	5.6	259	38.3
Seneca	1,924	850	44.2	29	1.5	75	3.9	970	50.4
Sheridan	-	-	-	-	-	-	-	-	-
Sir Sandford Fleming	1,102	441	40.0	21	1.9	46	4.2	594	53.9
St. Clair	1,188	133	11.2	226	19.0	48	4.0	781	65.7
St. Lawrence	771	236	30.6	160	20.8	21	2.7	354	45.9
<b>All colleges, 1999-2000</b>	<b>20,287</b>	<b>7,495</b>	<b>36.9</b>	<b>2,192</b>	<b>10.8</b>	<b>1,370</b>	<b>6.8</b>	<b>9,230</b>	<b>45.5</b>

<b>TABLE 11.2: COURSES BY TYPE OF EVALUATION/FEEDBACK FACTOR, WINTER 2000</b>									
<b>College</b>	<b>No. of courses</b>	<b>Essay/Project</b>		<b>Routine/Assisted</b>		<b>In-Progress</b>		<b>Combined</b>	
		<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Algonquin	1,564	715	45.7	311	19.9	161	10.3	377	24.1
Boréal	383	332	86.7	23	6	26	6.8	2	0.5
Cambrian	849	489	57.6	143	16.8	71	8.4	146	17.2
Canadore	644	257	39.9	75	11.6	39	6.1	273	42.4
Centennial	1,443	620	43.0	250	17.3	204	14.1	369	25.6
Conestoga	1,016	283	27.9	23	2.3	25	2.5	685	67.4
Confederation	650	4	0.6	14	2.2	17	2.6	615	94.6
Durham	-	-	-	-	-	-	-	-	-
Fanshawe	1,460	582	39.9	180	12.3	108	7.4	590	40.4
George Brown	876	131	15.0	172	19.6	191	21.8	382	43.6
Georgian	653	331	50.7	28	4.3	12	1.8	282	43.2
Grands Lacs	-	-	-	-	-	-	-	-	-
Humber	1,523	440	28.9	42	2.8	87	5.7	954	62.6
La Cité collégiale	525	437	83.2	4	0.8	42	8.0	42	8.0
Lambton	390	239	61.3	33	8.5	12	3.1	106	27.2
Loyalist	513	337	65.7	32	6.2	29	5.7	115	22.4
Mohawk	1,273	271	21.3	86	6.8	69	5.4	847	66.5
Niagara	-	-	-	-	-	-	-	-	-
Northern	259	134	51.7	11	4.2	11	4.2	103	39.8
Sault	638	319	50.0	34	5.3	40	6.3	245	38.4
Seneca	1,937	951	49.1	13	0.7	61	3.1	912	47.1
Sheridan	-	-	-	-	-	-	-	-	-
Sir Sandford Fleming	1,006	428	42.5	16	1.6	9	0.9	553	55.0
St. Clair	1,119	99	8.8	205	18.3	59	5.3	756	67.6
St. Lawrence	700	230	32.9	145	20.7	20	2.9	305	43.6
<b>All colleges, 1999-2000</b>	<b>19,421</b>	<b>7,629</b>	<b>39.3</b>	<b>1,840</b>	<b>9.5</b>	<b>1,293</b>	<b>6.6</b>	<b>8,659</b>	<b>44.6</b>

<b>TABLE 12: CLASS SIZE</b>								
<b>College</b>	<b>Fall 1999</b>				<b>Winter 2000</b>			
	<b>No. of Classes</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>	<b>No. of Classes</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>
Algonquin	1,684	1	130	32.0	1,576	1	208	31.0
Boréal	380	1	56	20.5	383	1	50	17.3
Cambrian	836	1	102	24.0	856	1	72	22.0
Canadore	650	2	100	24.2	644	1	100	21.8
Centennial	1,573	1	120	30.7	1,443	5	90	29.8
Conestoga	1,023	2	126	28.2	1,018	2	105	26.1
Confederation	440	6	80	25.2	650	1	52	21.7
Durham	-	-	-	-	-	-	-	-
Fanshawe	1,508	1	160	34.1	1,479	2	160	31.6
George Brown	1,217	4	150	34.2	876	3	148	33.2
Georgian	744	8	166	31.8	653	7	154	29.9
Grand Lacs	-	-	-	-	-	-	-	-
Humber	1,549	4	265	32.8	1,525	1	235	31.2
La Cité	559	2	125	24.1	525	2	56	21.1
Lambton	405	4	71	25.7	390	1	65	22.2
Loyalist	501	4	175	31.1	513	4	175	27.1
Mohawk	1,344	1	236	32.8	1,273	1	200	30.1
Niagara	-	-	-	-	-	-	-	-
Northern	268	1	125	24.1	259	1	89	19.3
Sault	677	1	77	24.4	638	1	82	22.7
Seneca	1,924	1	134	29.1	1,937	1	129	27.6
Sheridan	-	-	-	-	-	-	-	-
Sir Sandford Fleming	1,104	2	250	44.1	1,008	4	245	39.4
St. Clair	1,188	1	120	25.8	1,119	1	86	23.7
St. Lawrence	773	2	164	31.1	701	1	70	28.6
<b>All colleges, 1999-2000</b>	<b>20,347</b>	<b>1</b>	<b>265</b>	<b>30.4</b>	<b>19,466</b>	<b>1</b>	<b>245</b>	<b>28.1</b>

**TABLE 13: COURSE PREPARATIONS**

<b>College</b>	<b>Fall 1999</b>				<b>Winter 2000</b>			
	<b>No. of records</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>	<b>No. of records</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>
Algonquin	393	1	8	2.9	383	1	8	2.9
Boréal	95	1	6	3.3	97	1	6	3.5
Cambrian	173	1	9	3.1	175	1	8	3.3
Canadore	124	1	6	3.4	124	1	8	3.3
Centennial	388	1	9	2.6	360	1	8	2.7
Conestoga	213	1	10	3.0	213	1	9	3.0
Confederation	84	1	8	3.6	130	1	7	3.6
Durham	-	-	-	-	-	-	-	-
Fanshawe	343	1	8	3.0	337	1	7	3.1
George Brown	311	1	9	2.9	233	1	9	3.1
Georgian	193	1	5	2.3	171	1	5	2.3
Grands Lacs	-	-	-	-	-	-	-	-
Humber	359	1	10	4.1	359	1	10	3.6
La Cité collégiale	143	1	6	2.8	141	1	5	2.6
Lambton	84	1	5	2.9	84	1	5	2.9
Loyalist	114	1	9	3.2	120	1	7	3.4
Mohawk	271	1	10	3.1	267	1	10	3.1
Niagara	-	-	-	-	-	-	-	-
Northern	76	1	6	3.5	76	1	6	3.4
Sault	149	1	6	2.8	141	1	7	3.2
Seneca	453	1	6	2.3	452	1	5	2.3
Sheridan	-	-	-	-	-	-	-	-
Sir Sandford Fleming	189	1	7	2.7	185	1	10	2.7
St. Clair	221	1	7	3.1	213	1	10	3.2
St. Lawrence	188	1	7	2.9	179	1	7	2.9
<b>All colleges, 1999-2000</b>	<b>4,564</b>	<b>1</b>	<b>10</b>	<b>3.0</b>	<b>4,440</b>	<b>1</b>	<b>10</b>	<b>3.0</b>

**TABLE 14: COURSE SECTIONS**

College	Fall 1999				Winter 2000			
	No. of records	Minimum	Maximum	Average	No. of records	Minimum	Maximum	Average
Algonquin	394	1	19	4.3	384	1	13	4.1
Boréal	95	1	7	4.0	97	1	8	4.0
Cambrian	173	1	9	4.8	175	1	10	4.8
Canadore	124	1	14	5.0	124	1	12	4.9
Centennial	388	1	10	3.9	361	1	9	3.9
Conestoga	213	1	10	3.7	213	1	9	3.8
Confederation	84	1	9	5.1	130	1	9	4.9
Durham	-	-	-	-	-	-	-	-
Fanshawe	343	1	13	4.4	337	1	12	4.4
George Brown	311	1	10	4.1	233	1	10	4.0
Georgian	193	1	9	3.9	171	1	9	3.8
Grands Lacs	-	-	-	-	-	-	-	-
Humber	359	1	11	4.3	359	1	10	4.2
La Cité collégiale	143	1	8	3.9	141	1	8	3.7
Lambton	84	1	8	4.6	84	1	8	4.5
Loyalist	114	1	13	4.4	120	1	11	4.3
Mohawk	272	1	15	4.9	269	1	15	4.7
Niagara	-	-	-	-	-	-	-	-
Northern	76	1	6	3.5	76	1	6	3.4
Sault	149	1	9	4.1	142	1	8	4.4
Seneca	453	1	12	4.2	452	1	14	4.3
Sheridan	-	-	-	-	-	-	-	-
Sir Sandford Fleming	189	1	13	4.4	185	1	11	4.1
St. Clair	221	1	9	4.2	213	1	10	4.4
St. Lawrence	188	1	8	4.1	179	1	9	3.9
<b>All colleges, 1999-2000</b>	<b>4,566</b>	<b>1</b>	<b>19</b>	<b>4.3</b>	<b>4,445</b>	<b>1</b>	<b>15</b>	<b>4.2</b>

**TABLE 15: TEACHING CONTACT HOURS, DAYS, AND WEEKS PER ACADEMIC YEAR**

College	No. of employees	Hours			Days			Weeks		
		Minimum	Maximum	Average	Minimum	Maximum	Average	Minimum	Maximum	Average
Algonquin	355	65	720	425.1	120	240	160.8	24	48	32.2
Boréal	94	144	760	446.5	75	195	167.3	15	39	33.3
Cambrian	167	48	776	463.1	76	203	159.5	16	41	32.2
Canadore	118	156	760	483.6	129	204	159.6	26	41	32.5
Centennial	367	48	720	420.9	88	224	168.0	19	48	35.5
Conestoga	208	114	777	491.0	38	195	147.3	27	40	32.9
Confederation	81	80	740	476.0	117	181	153.5	24	37	31.9
Durham	-	-	-	-	-	-	-	-	-	-
Fanshawe	331	58	760	451.3	140	210	171.3	28	42	34.4
George Brown	193	84	848	473.5	64	219	153.3	14	43	31.2
Georgian	169	36	743	376.9	40	190	154.0	8	38	30.8
Grands Lacs	-	-	-	-	-	-	-	-	-	-
Humber	343	40	816	441.8	70	250	165.1	2	52	34.1
La Cité collégiale	135	62	570	374.6	120	190	156.2	24	38	31.3
Lambton	82	86	544	422.3	140	155	149.9	28	31	29.8
Loyalist	111	21	760	324.0	80	188	162.4	16	38	33.1
Mohawk	247	56	696	457.4	140	215	173.1	28	43	34.6
Niagara	-	-	-	-	-	-	-	-	-	-
Northern	72	256	740	483.0	155	220	170.8	31	44	34.2
Sault	136	135	773	440.5	74	247	156.1	15	51	32.1
Seneca	430	70	684	402.9	68	188	158.5	14	38	32.4
Sheridan	-	-	-	-	-	-	-	-	-	-
Sir Sandford Fleming	181	89	720	356.0	105	210	173.1	21	42	34.7
St. Clair	202	138	760	456.9	115	195	160.6	23	39	32.1
St. Lawrence	179	81	684	441.5	90	187	163.2	25	38	33.6
<b>All colleges, 1999-2000</b>	<b>4,201</b>	<b>21</b>	<b>848</b>	<b>432.4</b>	<b>38</b>	<b>250</b>	<b>162.0</b>	<b>2</b>	<b>52</b>	<b>33.1</b>

<b>TABLE 16: TEACHING CONTACT HOURS PER ACADEMIC YEAR, EXCLUDING COORDINATORS</b>				
<b>College</b>	<b>No. of employees</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Average</b>
Algonquin	244	96	720	448.1
Boréal	86	144	760	451.7
Cambrian	119	48	698	454.4
Canadore	79	315	760	516.0
Centennial	277	48	720	455.2
Conestoga	166	114	767	500.1
Confederation	50	80	740	502.4
Durham	-	-	-	-
Fanshawe	250	87	760	483.0
George Brown	183	84	848	476.2
Georgian	126	128	743	428.1
Grands Lacs	-	-	-	-
Humber	277	64	816	476.1
La Cité collégiale	78	62	558	408.2
Lambton	67	86	544	435.3
Loyalist	70	23	760	372.4
Mohawk	206	56	696	470.3
Niagara	-	-	-	-
Northern	64	256	740	487.7
Sault	98	225	720	455.2
Seneca	339	168	684	430.6
Sheridan	-	-	-	-
Sir Sandford Fleming	127	119	720	369.4
St. Clair	137	138	760	455.7
St. Lawrence	150	81	684	460.8
<b>All colleges, 1999-2000</b>	<b>3,193</b>	<b>23</b>	<b>848</b>	<b>455.7</b>