

**Ministry of Labour
Dispute Resolution Services
Collective Bargaining Information Services**

**2015-2016
CAAT Academic
Workload Survey**

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

June 2017



2015-16 CAAT Academic Workload Survey

Introduction

This 2015-16 survey of the full-time faculty workload was conducted by the Collective Bargaining Information Services (CBIS), Ministry of Labour, in consultation with the CBIS Advisory Committee, in accordance with the Letter of Understanding appended to the 2014-17 Academic Collective Agreement between the College Employer Council (Council) and the Ontario Public Service Employee Union (OPSEU).

CBIS collected and processed all of the academic workload data presented in Appendix A of this report. Colleges were asked to provide data recorded on the Standard Workload Forms (SWFs) for two snapshot periods – October 5 to 9, 2015 and February 8 to 12, 2016 – plus year-end totals. Where a snapshot week was between intakes, the college used the week immediately following the snapshot week.

The data validation included identifying incomplete, duplicate and/or unusable records. Data values that fall outside the limits established in the collective agreement were also identified. Where appropriate, CBIS followed up with colleges for clarification.

While the colleges and CBIS made every effort to ensure that the data were accurate and complete, the following general limitations should be noted:

1. Reasons for no SWF (Tables 1, 6.1, 6.2 & 6.3)

Three colleges did not report any “Non-SWF Class Definitions” academic employees (e.g. counsellors and librarians). This could mean that all academic staff at these colleges had SWFs but it could also mean that these colleges reported only on academic employee with SWFs. In some cases, some colleges indicated that SWFs were not available.

2. Various Tables (Tables 8.1, 8.2, 19 & 20)

These tables contain data values that fall outside the limits established in the collective agreement. The data values have not been clarified at the time of this report. While revised data would have had an impact on the minimum and maximum limits reported for these colleges, the revised data would not have had a significant impact on the system average.

All the colleges submitted their data for 2015-16. CBIS was able to produce a comprehensive set of data that included academic workload information from all the colleges.

Thank you!

2015-16 CAAT Academic Workload Survey

Survey Highlights

1. FULL-TIME ACADEMIC EMPLOYEES

The tables in Appendix A provide a detailed breakdown of the information contained in this section.

Colleges reported a total of 7,566 full-time academic employees.

1.1 Employee Type (Table 2)

Of the 7,566 employees reported:

- 7,212 (95.3%) were classified as “Professors”
- 227 (3.0%) were classified as “Counsellors”
- 70 (0.9%) were classified as “Librarians”
- 57 (0.8%) were classified as “Instructors”

Colleges with 100% professors: Canadore & Northern.

Colleges with instructors: Algonquin, Cambrian, Conestoga, Durham, George Brown, Mohawk, Sault & Sheridan.

Colleges with no counsellors reported: Canadore, Northern & Sault.

Colleges with no librarians reported: Boréal, Canadore, Conestoga, Confederation, Fleming, Lambton, Loyalist, Northern, Sault, St. Clair & St. Lawrence.

1.2 Position of Responsibility – Regular/Coordinator (Tables 3.1 & 3.2)

Of the 7,566 employees reported:

Fall snapshot:

- 5,561 (73.5%) were classified as “Regular”
- 1,067 (14.1%) were classified as “Coordinator I”
- 937 (12.4 %) were classified as “Coordinator II”
- 1 (0.0%) was classified as “Coordinator Other”

Winter snapshot:

- 5,565 (73.6%) were classified as “Regular”
- 1,042 (13.8%) were classified as “Coordinator I”
- 958 (12.7%) were classified as “Coordinator II”
- 1 (0.0%) was classified as “Coordinator Other”

1.3 Service Status – Non-Probationary/Probationary (Table 4)

Of the 7,566 employees reported:

- 6,618 (87.5%) were classified as “Non-probationary”
- 948 (12.5%) were classified as “Probationary”

1.4 Service Status – Employee Types (Tables 5.1 & 5.2)

Of the 7,566 employees reported:

Professors (7,212)

- 6,305 (87.4%) were classified as “Non-probationary”
- 907 (12.6%) were classified as “Probationary”

Counsellors (227)

- 204 (89.9%) were classified as “Non-probationary”
- 23 (10.1%) were classified as “Probationary”

Librarians (70)

- 66 (94.3%) were classified as “Non-probationary”
- 4 (5.7%) were classified as “Probationary”

Instructors (57)

- 43 (75.4%) were classified as “Non-probationary”
- 14 (24.6%) were classified as “Probationary”

1.5 Reason for No SWF (Tables 1, 6.1, 6.2 & 6.3)

Of the 7,566 employees reported:

- 6,826 (90.2%) had a SWF during the 2015-16 academic year
- 740 (9.8%) did not have a SWF at any time during the 2015-16 academic year

The reasons for No SWF are as follows:
(percentages are based on 740 employees)

- 289 (39.1%) were classified as “Non-SWF Class Definitions” (counsellors & librarians)
- 70 (9.5%) were on professional development leave
- 65 (8.8%) were on long-term disability
- 52 (7.0%) were on maternity/parental leave
- 31 (4.2%) were on project assignment
- 20 (2.7%) were on leave of absence (with or without pay)
- 13 (1.8%) were on modified workload arrangements
- 12 (1.6%) were on short-term disability
- 6 (0.8%) were on union business\
- 3 (0.4%) were on prepaid leave
- 179 (24.2%) did not have a SWF for reasons other than those indicated above or the college did not provide a reason. In some cases, SWFs were reported as not available.

Three colleges did not report any “Non-SWF Class Definitions” academic employees (e.g. counsellors and librarians).

None of the colleges identified “Vacation” as a reason for “No SWF”.

2. WORKLOAD DATA

The tables in Appendix A provide a detailed breakdown of the information contained in this section.

2.1 Workload by Function (Table 7)

The collective agreement sets out a comprehensive formula for the determination of workload (Article 11). The four factors to be considered are:

- assigned teaching contact hours
- attributed hours for preparation
- attributed hours for evaluation and feedback
- attributed hours for complementary functions

Fall snapshot:

6,577 records were used in the calculations

Winter snapshot:

6,653 records were used in the calculations

2.1.1 Assigned Teaching Contact Hours (Table 7)

Maximum TCHs per week: post-secondary programs: 18 hours; non-post-secondary programs: 20 hours. (Article 11.01 I)

TCHs	Fall	Winter
System Average	12.5	12.5
Individual College Average (Low)	11.5 (George Brown & Georgian)	11.4 (Georgian)
Individual College Average (High)	14.4 (Canadore)	14.5 (Canadore)

2.1.2 Attributed Preparation Hours (Table 7)

Based on the type of course taught, the section of the course and whether the academic employee has taught the course before. (Article 11.01 D 1)

Preparation	Fall	Winter
System Average	7.5	7.5
Individual College Average (Low)	6.6 (Humber)	6.5 (Humber)
Individual College Average (High)	8.6 (Canadore)	8.7 (Canadore)

2.1.3 Attributed Evaluation and Feedback Hours (Table 7)

Based on number of students and 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. (Article 11.01 E)

Evaluation and Feedback	Fall	Winter
System Average	8.6	8.1
Individual College Average (Low)	4.4 (Boréal)	4.0 (Boréal)
Individual College Average (High)	12.2 (Mohawk)	11.5 (Mohawk)

2.1.4 Hours for Complementary Functions (Table 7)

Minimum allowance: 6 hours for routine complementary functions. Additional hours for complementary functions may be assigned. (Article 11.01 F)

Complementary Functions	Fall	Winter
System Average	12.7	13.0
Individual College Average (Low)	10.0 (Canadore)	10.2 (Canadore)
Individual College Average (High)	16.6 (Boréal)	15.7 (Boréal)

2.1.5 Total Workload Hours (Table 7)

Maximum total workload hours per week: 44 hours. (Article 11.01 B 1)

Maximum overtime: 3 workload hours on a voluntary basis. (Article 11.01 J 1)

Total Workload Hours	Fall	Winter
System Average	41.5	41.2
Individual College Average (Low)	39.8 (Sault & Seneca)	39.1 (Sault)
Individual College Average (High)	42.9 (Northern)	42.3 (Mohawk & St. Lawrence)

2.1.6 Total Workload by Function (Table 7) Summary (Sections 2.1.1 to 2.1.5 above)

Workload by Function	System Average	
	Fall	Winter
Teaching Contact Hours	12.5	12.5
Preparation	7.5	7.5
Evaluation	8.6	8.1
Complementary Functions	12.7	13.0
Total Workload Hours	41.5	41.2

2.2 Teaching Contact Hours by Position of Responsibility

The purpose of this section is to evaluate if the inclusion of coordinators had any effect on the average number of weekly teaching contact hours.

2.2.1 Teaching Contact Hours, Excluding Coordinators (Table 8.1)

Fall snapshot:

data for 4,513 regular employees (excl. coord.) were used in the calculations

- minimum number of weekly TCHs: 1.0 (Fleming)
- maximum number of weekly TCHs: 26.0 (Mohawk)

Winter snapshot:

data for 4,591 regular employees (excl. coord.) were used in the calculations

- minimum number of weekly TCHs: 1.0 (Fleming & Northern)
- maximum number of weekly TCHs: 24.0 (Conestoga)

TCHs Regular Employees Only (excl. coord.)	Fall	Winter
System Average	13.5	13.5
Individual College Average (Low)	12.1 (George Brown)	12.2 (George Brown)
Individual College Average (High)	15.2 (Canadore)	15.3 (Canadore)

Note: Table 8.1 contains data values that fall outside the limits established in the collective agreement. The data values have not been clarified at the time of this report. While revised data would have had an impact on the minimum and maximum limits reported for these colleges, the revised data would not have had a significant impact on the system average.

2.2.2 Teaching Contact Hours, Coordinators Only (Table 8.2)

Fall snapshot:

data for 1,787 coordinator records were used in the calculations

- lowest number of weekly TCHs: 1.5 (Boréal)
- highest number of weekly TCHs: 22.0 (Sheridan)

Winter snapshot:

data for 1,789 coordinator records were used in the calculations

- lowest number of weekly TCHs: 1.5 (Boréal)
- highest number of weekly TCHs: 22.0 (Cambrian)

TCHs Coordinators Only (excl. regular employees)	Fall	Winter
System Average	10.5	10.6
Individual College Average (Low)	7.0 (Humber)	7.2 (Humber)
Individual College Average (High)	13.4 (Cambrian)	12.8 (Cambrian)

Note: Table 8.2 contains data values that fall outside the limits established in the collective agreement. The data values have not been clarified at the time of this report. While revised data would have had an impact on the minimum and maximum limits reported for these colleges, the revised data would not have had a significant impact on the system average.

2.2.3 Teaching Contact Hours (Regular vs. Coordinator Employees)

Fall snapshot:

- system average number of TCHs for regular employees (excl. coord.): 13.5
- system average number of TCHs for coordinators (excl. reg. employees): 10.5
- difference between these groups: 3.0 hours

Winter snapshot:

- system average number of TCHs for regular employees (excl. coord.): 13.5
- system average number of TCHs for coordinators (excl. reg. employees): 10.6
- difference between these groups: 2.9 hours

TCHs	System Average	
	Fall	Winter
Regular and Coord. (Section 2.1.1)	12.5	12.5
Regular Only (Section 2.2.1)	13.5	13.5
Coordinator Only (Section 2.2.2)	10.5	10.6

2.3 Teaching Contact Hours by Program Type (Table 8.3)

The purpose of this section is to see if there was a difference in the average number of teaching contact hours between post-secondary and non-post-secondary programs.

Fall snapshot:

6,563 records were used in the calculations

- one college reported data for other types of programs
- three colleges did not identify the type of all or some of their programs
- average number of TCHs in post-secondary programs: 12.8

- average number of TCHs in non-post-secondary programs: 14.2
- difference between these two types of programs: 1.4 hour

Winter snapshot:

6,634 records were used in the calculations

- one college reported data for other types of programs
- two colleges did not identify the type of all or some of their programs
- average number of TCHs in post-secondary programs: 12.7
- average number of TCHs in non-post-secondary programs: 14.7
- difference between these two types of programs: 2.0 hours

TCHs	Fall	Winter
Post-Secondary Programs		
System Average	12.8	12.7
Individual College Average (Low)	11.6 (Georgian & Humber)	11.5 (Georgian)
Individual College Average (High)	18.0 (Confederation)	18.0 (Confederation)
Non-Post-Secondary Programs		
System Average	14.2	14.7
Individual College Average (Low)	7.0 (Georgian)	8.0 (Sault)
Individual College Average (High)	20 (Canadore & Confederation)	20 (Canadore, Confederation & St. Lawrence)
Other Type of Programs		
System Average (1 college/both snapshots)	12.3	11.9
Type of Programs Unknown		
System Average (3 colleges/fall snapshot & 2 colleges/winter snapshot)	12.3	11.8

2.4 Non-Classroom Teaching

Colleges were asked to indicate, where possible, if a SWF accounted for non-classroom teaching (for example, teaching that is not done in the presence of students or is done by electronic delivery). Most colleges do not report on non-classroom teaching as delivery methods for a course are not recorded on the SWF. Since there are so few samples of data used in this section, change in values will have a large impact on the percentages.

2.4.1 Provision of Non-Classroom Teaching (Tables 9.1 & 9.2)

Fall snapshot:

6,577 records were used in the calculations

- 265 (4.0%) records indicated “Non-classroom teaching”
- 4,093 (62.2%) records indicated “Classroom teaching”
- 2,219 (33.7%) records indicated “Not specified”

Winter snapshot:

6,653 records were used in the calculations

- 296 (4.4%) records indicated “Non-classroom teaching”
- 4,086 (61.4%) records indicated “Classroom teaching”
- 2,271 (34.1%) records indicated “Not specified”

2.4.2 Delivery Method (Table 10)

Fall snapshot:

265 records were used in the calculations

- 188 (70.9%) indicated a combination of “On-line course & class instruction” as the method of delivery
- 43 (16.2%) indicated “On-line course” as the method of delivery
- 1 (0.4%) indicated “Paper-based course” as the method of delivery
- 33 (12.5%) indicated “Other” or “Unknown” as the method of delivery

Winter snapshot:

296 records were used in the calculations

- 189 (63.9%) indicated a combination of “On-line course & class instruction” as the method of delivery
- 44 (14.9%) indicated “On-line course” as the method of delivery
- 11 (3.7%) indicated “Paper-based course” as the method of delivery
- 52 (17.6%) indicated “Other” or “Unknown” as the method of delivery

2.4.3 Time Recognition for Non-Classroom Teaching (Table 11)

Fall snapshot:

265 records were used in the calculations

- 66 (24.9%) received a combination of evaluation and complementary hours
- 15 (5.7%) received additional complementary hours only
- 1 (0.4%) received additional evaluation/feedback hours only
- 1 (0.4%) received additional preparation time only
- 182 (68.7%) indicated “Other” or “Unknown”

Winter snapshot:

296 records were used in the calculations

- 84 (28.4%) received a combination of evaluation and complementary hours
- 19 (6.4%) received additional complementary hours only
- 11 (3.7%) received additional evaluation/feedback hours only
- 182 (61.5%) indicated “Other” or “Unknown”

2.5 Weekly Student Contact Hours per Employee (Table 12)

The weekly student contact hours is calculated as follows:

1. To determine the student contact hours per course, the teaching contact hours per course are multiplied by the number of students in that course.
2. To determine the number of student contact hours per academic employee, the student contact hours per course are totalled for each academic employee.
3. To determine the weekly student contact hours, the number of student contact hours for each academic employee is divided by the total number of academic employees.

Fall snapshot:

6,392 records were included in the calculations

- lowest number of weekly student contact hours: 10.0 (St. Clair)
- highest number of weekly student contact hours: 2,478.0 (Northern)

Winter snapshot:

6,425 records were included in the calculations

- lowest number of weekly student contact hours: 6.0 (Boréal)
- highest number of weekly student contact hours: 1,920.0 (Mohawk)

Weekly Student Contact Hours	Fall	Winter
System Average	377.7	357.8
Individual College Average (Low)	151.4 (Boréal)	137.1 (Boréal)
Individual College Average (High)	700.4 (Northern)	610.6 (Northern)

2.6 Type of Preparation Factor and Type of Evaluation/Feedback Factor

2.6.1 Type of Preparation Factor (Tables 13.1 & 13.2)

Seven different types of preparation factors, ranging from 0.35 to 1.10 hours, can be attributed to one course. (Article 11.01 D)

Based on the data provided, the most common preparation factor during each of the two snapshot weeks was 0.60 hours, for the type of course described as “Established B”.

Fall snapshot:

28,623 records were analysed

- 15,202 (53.1%) were classified as “Established B” (0.60)
- 8,354 (29.2%) were classified as “Repeat B” (0.35)
- 3,474 (12.1%) were classified as “New” (1.1)
- 962 (3.4%) were classified as “Repeat A” (0.45)
- 234 (0.8%) were classified as “Established A” (0.85)
- 124 (0.4%) were classified as “Special B” (as per Collective Agreement)
- 107 (0.4%) were classified as “Special A” (as per Collective Agreement)
- 94 (0.3%) were classified as “Multiple”
- 72 (0.3%) were classified as “Unknown”

Winter snapshot:

28,792 records were analysed

- 16,159 (56.1%) were classified as “Established B” (0.60)
- 7,812 (27.1%) were classified as “Repeat B” (0.35)
- 3,170 (11.0%) were classified as “New” (1.1)
- 922 (3.2%) were classified as “Repeat A” (0.45)
- 336 (1.2%) were classified as “Established A” (0.85)
- 116 (0.4%) were classified as “Special B” (as per Collective Agreement)
- 109 (0.4%) were classified as “Special A” (as per Collective Agreement)
- 104 (0.4%) were classified as “Multiple”
- 64 (0.2%) were classified as “Unknown”

2.6.2 Type of Evaluation/Feedback Factor (Tables 14.1 & 14.2)

Three types of evaluation/feedback can be attributed to a course, the factors range from 0.0092 to 0.030 hours. Courses that require more than one type of evaluation/feedback are assigned a “combined” ratio based on the types of evaluation/feedback required. (Article 11.01 E)

Based on the data provided, the most frequently used evaluation/feedback factor during each of the two snapshot weeks was a “combined” factor.

Fall snapshot:

28,623 records were analysed

- 16,989 (59.4%) were classified as “Combined”
- 8,396 (29.3%) were classified as “Essay/Project” (0.030)
- 1,893 (6.6%) were classified as “Routine/Assisted” (0.015)
- 1,293 (4.5%) were classified as “In-Process” (0.0092)
- 52 (0.2%) were classified as “Unknown”

Winter snapshot:

28,792 records were analysed

- 16,832 (58.5%) were classified as “Combined”
- 8,704 (30.2%) were classified as “Essay/Project” (0.030)
- 1,840 (6.4%) were classified as “Routine/Assisted” (0.015)
- 1,367 (4.7%) were classified as “In-Process” (0.0092)
- 49 (0.2%) were classified as “Unknown”

2.6.3 Combined Evaluation/Feedback Factor (Tables 15.1 & 15.2)

Over half of the evaluation/feedback factors in the fall and winter snapshots were a “Combined” factor of “Essay/Project”, “Routine/Assisted” and/or “In-process”.

Fall snapshot:

16,989 records were analysed

Based on frequency only, the three most frequently used factors across the college system are:

- most frequently used combined evaluation/feedback factor: 0.0225 (3,650 records or 21.5%)
- second most frequently used combined evaluation/feedback factor: 0.0210 (1,201 records or 7.1%)
- third most frequently used combined evaluation/feedback factor: 0.0255 (1,058 records or 6.2%)

Winter snapshot:

16,832 records were analysed

Based on frequency only, the three most frequently used factors across the college system are:

- most frequently used combined evaluation/feedback factor: 0.0225 (3,721 records or 22.1%)
- second most frequently used combined evaluation/feedback factor: 0.0210 (1,262 records or 7.5%)
- third most frequently used combined evaluation/feedback factor: 0.0255 (1,050 records or 6.2%)

2.7 Class Size (Table 16)

No prescribed limits are set out in the agreement; however, class size is used in the formula for determining evaluation/feedback time. Thus, it has an impact on overall workload. (Article 11.01 E)

Fall snapshot:

28,474 records were analysed

- smallest reported class size: 1 (16 colleges)
- largest reported class size: 330 (Fanshawe)

Winter snapshot:

28,562 records were analysed

- smallest reported class size: 1 (13 colleges)
- largest reported class size: 300 (Fanshawe)

Class Size	Fall	Winter
System Average	29.7	28.2
Individual College Average (Low)	12.0 (Boréal)	10.6 (Boréal)
Individual College Average (High)	45.8 (Mohawk)	43.5 (Mohawk)

2.8 Number of Course Preparations (Table 17)

Maximum different course preparations: four, except by voluntary agreement. (Article 11.01 D 2)

Fall snapshot:

6,537 records were analysed

- lowest number of course preparations: 1.0 (24 colleges)
- highest number of course preparations: 14.0 (Cambrian)

Winter snapshot:

6,608 records were analysed

- lowest number of course preparations: 1.0 (24 colleges)
- highest number of course preparations: 14.0 (Cambrian)

Course Preparations	Fall	Winter
System Average	2.7	2.8
Individual College Average (Low)	2.1 (Seneca)	2.2 (Humber & Seneca)
Individual College Average (High)	3.4 (Boréal & Loyalist)	3.5 (Loyalist)

2.9 Number of Course Sections (Table 18)

Course sections are taken into account when attributing preparation factors. (Article 11.01 D 3)

Fall snapshot:

6,525 records were analysed

- lowest number of course sections: 1.0 (22 colleges)
- highest number of course sections: 21.0 (Sheridan)

Winter snapshot:

6,585 records were analysed

- lowest number of course sections: 1.0 (23 colleges)
- highest number of course sections: 16.0 (Cambrian)

Course Sections	Fall	Winter
System Average	4.1	4.0
Individual College Average (Low)	3.3 (George Brown)	3.2 (George Brown)
Individual College Average (High)	4.8 (Niagara)	4.8 (Niagara)

2.10 Yearly Totals

2.10.1 Total Teaching Contact Hours (Table 19)

Maximum TCHs for the academic year: post-secondary programs: 648 hours; non-post-secondary programs: 760 hours. (Article 11.01 K 3)

6,814 yearly records were analysed

- lowest reported number of TCHs for the academic year: 6.0 (Niagara)
- highest reported number of TCHs for the academic year: 840.0 (Mohawk)

TCHs	Academic Year
System Average	369.5
Individual College Average (Low)	318.6 (Georgian)
Individual College Average (High)	410.0 (St. Clair)

2.10.2 Total Teaching Contact Days (Table 19)

Maximum teaching contact days for the academic year: post-secondary programs: 180 days; non-post-secondary programs: 190 days. (Article 11.01 K 1)

6,814 yearly records were analysed

- lowest reported number of teaching contact days for the academic year: 5.0 (Niagara)
- highest reported number of teaching contact days for the academic year: 234.0 (Canadore)

Teaching Contact Days	Academic Year
System Average	150.8
Individual College Average (Low)	136.0 (Durham)
Individual College Average (High)	168.5 (Fanshawe)

2.10.3 Total Teaching Contact Weeks (Table 19)

Maximum teaching contact weeks for the academic year: post-secondary programs: 36 weeks; non-post-secondary programs: 38 weeks. (Article 11.01 B 1)

6,814 yearly records were analysed

- lowest reported number of teaching contact weeks for the academic year: 1.0 (Niagara)
- highest reported number of teaching contact weeks for the academic year: 48.0 (Cambrian)

Teaching Contact Weeks	Academic Year
System Average	30.4
Individual College Average (Low)	27.3 (Durham)
Individual College Average (High)	33.7 (Fanshawe)

2.10.4 Total Teaching Contact Hours, excluding Coordinators (Table 20)

The purpose of this section is to evaluate if the inclusion of coordinators had any effect on the average number of teaching contact hours for the academic year.

4,739 records for regular academic employees (excl. coord.) were used in the calculation

- system average for the total number of TCHs (excl. coord.) for the academic year: 393.9
- system average for the total number of TCHs for the academic year for all employees (regular and coord.): 369.5 (section 2.10.1 – 6,814 records)
- Difference: 24.4 TCHs

Note: Tables 19 & 20 contain data values that fall outside the limits established in the collective agreement. The data values have not been clarified at the time of this report. While revised data would have had an impact on the minimum and maximum limits reported for these colleges, the revised data would not have had a significant impact on the system average.

APPENDIX A

Appendix A contains several tables that provide a detailed breakdown of the information provided in the summary. For convenience, the tables are listed below.

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Table 2	Employee Type
Table 3.1	Employees by Position (Regular/Coordinator), Fall
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Table 4	Service Status (Non-Probationary/Probationary)
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Table 6.1	Reason for No SWF (Professional Development, Leave of Absence (with or without pay), Maternity/Parental Leave, Prepaid Leave)
Table 6.2	Reason for No SWF (LTD, Union Business, Vacation, Project Assignment, Non-SWF Class Definitions - Counsellors & Librarians)
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Table 14.1	Courses by Type of Evaluation/Feedback Factor, Fall
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Table 15.1	Most Frequently Used Combined Evaluation/Feedback Factors, Fall
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Table 19	Teaching Contact Hours, Days and Weeks per Academic Year
Table 20	Teaching Contact Hours per Academic Year, Excluding Coordinators

Table 1: Status of Employee Records, 2015-16

			Employees with at least one SWF		Employees with no SWF	
College	Sign-off Received	No. of Employees	#	%	#	%
Algonquin	No	575	529	92.0	46	8.0
Boréal	Yes	105	97	92.4	8	7.6
Cambrian	Yes	191	172	90.1	19	9.9
Canadore	Yes	108	107	99.1	1	0.9
Centennial	Yes	458	416	90.8	42	9.2
Conestoga	No	438	418	95.4	20	4.6
Confederation	Yes	154	133	86.4	21	13.6
Durham	Yes	335	307	91.6	28	8.4
Fanshawe	Yes	502	451	89.8	51	10.2
Fleming	Yes	208	173	83.2	35	16.8
George Brown	Yes	563	491	87.2	72	12.8
Georgian	Yes	262	236	90.1	26	9.9
Humber	Yes	624	575	92.1	49	7.9
La Cité	Yes	216	185	85.6	31	14.4
Lambton	Yes	126	116	92.1	10	7.9
Loyalist	Yes	115	109	94.8	6	5.2
Mohawk	No	412	341	82.8	71	17.2
Niagara	Yes	321	295	91.9	26	8.1
Northern	Yes	76	76	100.0	0	0.0
Sault	No	110	110	100.0	0	0.0
Seneca	Yes	619	527	85.1	92	14.9
Sheridan	Yes	570	512	89.8	58	10.2
St. Clair	Yes	274	264	96.4	10	3.6
St. Lawrence	Yes	204	186	91.2	18	8.8
All Colleges		7,566	6,826	90.2	740	9.8

Table 2: Employee Type, 2015-16									
College	No. of Employees	Professor		Counsellor		Librarian		Instructor	
		#	%	#	%	#	%	#	%
Algonquin	575	537	93.4	17	3.0	3	0.5	18	3.1
Boréal	105	101	96.2	4	3.8	0	0.0	0	0.0
Cambrian	191	187	97.9	1	0.5	1	0.5	2	1.0
Canadore	108	108	100.0	0	0.0	0	0.0	0	0.0
Centennial	458	434	94.8	15	3.3	9	2.0	0	0.0
Conestoga	438	421	96.1	12	2.7	0	0.0	5	1.1
Confederation	154	149	96.8	5	3.2	0	0.0	0	0.0
Durham	335	331	98.8	1	0.3	2	0.6	1	0.3
Fanshawe	502	485	96.6	14	2.8	3	0.6	0	0.0
Fleming	208	198	95.2	10	4.8	0	0.0	0	0.0
George Brown	563	519	92.2	34	6.0	8	1.4	2	0.4
Georgian	262	246	93.9	10	3.8	6	2.3	0	0.0
Humber	624	595	95.4	19	3.0	10	1.6	0	0.0
La Cité	216	204	94.4	11	5.1	1	0.5	0	0.0
Lambton	126	122	96.8	4	3.2	0	0.0	0	0.0
Loyalist	115	113	98.3	2	1.7	0	0.0	0	0.0
Mohawk	412	383	93.0	10	2.4	4	1.0	15	3.6
Niagara	321	312	97.2	8	2.5	1	0.3	0	0.0
Northern	76	76	100.0	0	0.0	0	0.0	0	0.0
Sault	110	99	90.0	0	0.0	0	0.0	11	10.0
Seneca	619	588	95.0	21	3.4	10	1.6	0	0.0
Sheridan	570	543	95.3	12	2.1	12	2.1	3	0.5
St. Clair	274	264	96.4	10	3.6	0	0.0	0	0.0
St. Lawrence	204	197	96.6	7	3.4	0	0.0	0	0.0
All Colleges	7,566	7,212	95.3	227	3.0	70	0.9	57	0.8

Table 3.1: Employees by Position (Regular/Coordinator), Fall 2015									
College	No. of Employees	Regular		Coordinator I		Coordinator II		Coordinator Other	
		#	%	#	%	#	%	#	%
Algonquin	575	373	64.9	161	28.0	41	7.1	0	0.0
Boréal	105	67	63.8	30	28.6	8	7.6	0	0.0
Cambrian	191	134	70.2	26	13.6	31	16.2	0	0.0
Canadore	108	80	74.1	27	25.0	0	0.0	1	0.9
Centennial	458	346	75.5	42	9.2	70	15.3	0	0.0
Conestoga	438	322	73.5	84	19.2	32	7.3	0	0.0
Confederation	154	96	62.3	26	16.9	32	20.8	0	0.0
Durham	335	239	71.3	33	9.9	63	18.8	0	0.0
Fanshawe	502	353	70.3	100	19.9	49	9.8	0	0.0
Fleming	208	139	66.8	60	28.8	9	4.3	0	0.0
George Brown	563	396	70.3	160	28.4	7	1.2	0	0.0
Georgian	262	188	71.8	4	1.5	70	26.7	0	0.0
Humber	624	491	78.7	0	0.0	133	21.3	0	0.0
La Cité	216	150	69.4	55	25.5	11	5.1	0	0.0
Lambton	126	92	73.0	14	11.1	20	15.9	0	0.0
Loyalist	115	68	59.1	20	17.4	27	23.5	0	0.0
Mohawk	412	293	71.1	57	13.8	62	15.0	0	0.0
Niagara	321	235	73.2	9	2.8	77	24.0	0	0.0
Northern	76	63	82.9	12	15.8	1	1.3	0	0.0
Sault	110	75	68.2	19	17.3	16	14.5	0	0.0
Seneca	619	589	95.2	15	2.4	15	2.4	0	0.0
Sheridan	570	465	81.6	35	6.1	70	12.3	0	0.0
St. Clair	274	177	64.6	4	1.5	93	33.9	0	0.0
St. Lawrence	204	130	63.7	74	36.3	0	0.0	0	0.0
All Colleges	7,566	5,561	73.5	1,067	14.1	937	12.4	1	0.0

[Note: “Coordinator Other” represents all other arrangements not covered by Coordinator Step 1 or Step 2]

Table 3.2: Employees by Position (Regular/Coordinator), Winter 2016									
		Regular		Coordinator I		Coordinator II		Coordinator Other	
College	No. of Employees	#	%	#	%	#	%	#	%
Algonquin	575	402	69.9	137	23.8	36	6.3	0	0.0
Boréal	105	67	63.8	30	28.6	8	7.6	0	0.0
Cambrian	191	131	68.6	26	13.6	34	17.8	0	0.0
Canadore	108	76	70.4	31	28.7	0	0.0	1	0.9
Centennial	458	346	75.5	42	9.2	70	15.3	0	0.0
Conestoga	438	322	73.5	82	18.7	34	7.8	0	0.0
Confederation	154	94	61.0	27	17.5	33	21.4	0	0.0
Durham	335	247	73.7	25	7.5	63	18.8	0	0.0
Fanshawe	502	354	70.5	99	19.7	49	9.8	0	0.0
Fleming	208	140	67.3	60	28.8	8	3.8	0	0.0
George Brown	563	396	70.3	159	28.2	8	1.4	0	0.0
Georgian	262	187	71.4	4	1.5	71	27.1	0	0.0
Humber	624	488	78.2	0	0.0	136	21.8	0	0.0
La Cité	216	145	67.1	59	27.3	12	5.6	0	0.0
Lambton	126	88	69.8	16	12.7	22	17.5	0	0.0
Loyalist	115	69	60.0	20	17.4	26	22.6	0	0.0
Mohawk	412	283	68.7	64	15.5	65	15.8	0	0.0
Niagara	321	236	73.5	6	1.9	79	24.6	0	0.0
Northern	76	63	82.9	12	15.8	1	1.3	0	0.0
Sault	110	75	68.2	19	17.3	16	14.5	0	0.0
Seneca	619	563	91.0	33	5.3	23	3.7	0	0.0
Sheridan	570	459	80.5	40	7.0	71	12.5	0	0.0
St. Clair	274	176	64.2	5	1.8	93	33.9	0	0.0
St. Lawrence	204	158	77.5	46	22.5	0	0.0	0	0.0
All Colleges	7,566	5,565	73.6	1,042	13.8	958	12.7	1	0.0

[Note: “Coordinator Other” represents all other arrangements not covered by Coordinator Step 1 or Step 2]

Table 4: Service Status (Non-Probationary/Probationary), 2015-16

College	No. of Employees	Non-Probationary		Probationary	
		#	%	#	%
Algonquin	575	522	90.8	53	9.2
Boréal	105	93	88.6	12	11.4
Cambrian	191	184	96.3	7	3.7
Canadore	108	98	90.7	10	9.3
Centennial	458	390	85.2	68	14.8
Conestoga	438	381	87.0	57	13.0
Confederation	154	141	91.6	13	8.4
Durham	335	273	81.5	62	18.5
Fanshawe	502	471	93.8	31	6.2
Fleming	208	160	76.9	48	23.1
George Brown	563	479	85.1	84	14.9
Georgian	262	240	91.6	22	8.4
Humber	624	521	83.5	103	16.5
La Cité	216	196	90.7	20	9.3
Lambton	126	111	88.1	15	11.9
Loyalist	115	113	98.3	2	1.7
Mohawk	412	354	85.9	58	14.1
Niagara	321	281	87.5	40	12.5
Northern	76	73	96.1	3	3.9
Sault	110	107	97.3	3	2.7
Seneca	619	502	81.1	117	18.9
Sheridan	570	468	82.1	102	17.9
St. Clair	274	258	94.2	16	5.8
St. Lawrence	204	202	99.0	2	1.0
All Colleges	7,566	6,618	87.5	948	12.5

Table 5.1: Employee Type and Service Status (Professors and Instructors), 2015-16

		Professor				Instructor			
		Non-Probationary		Probationary		Non-Probationary		Probationary	
College	No. of Employees	#	%	#	%	#	%	#	%
Algonquin	575	489	91.1	48	8.9	13	72.2	5	27.8
Boréal	105	90	89.1	11	10.9	0	0.0	0	0.0
Cambrian	191	180	96.3	7	3.7	2	100.0	0	0.0
Canadore	108	98	90.7	10	9.3	0	0.0	0	0.0
Centennial	458	373	85.9	61	14.1	0	0.0	0	0.0
Conestoga	438	367	87.2	54	12.8	3	60.0	2	40.0
Confederation	154	137	91.9	12	8.1	0	0.0	0	0.0
Durham	335	269	81.3	62	18.7	1	100.0	0	0.0
Fanshawe	502	457	94.2	28	5.8	0	0.0	0	0.0
Fleming	208	152	76.8	46	23.2	0	0.0	0	0.0
George Brown	563	439	84.6	80	15.4	2	100.0	0	0.0
Georgian	262	224	91.1	22	8.9	0	0.0	0	0.0
Humber	624	492	82.7	103	17.3	0	0.0	0	0.0
La Cité	216	186	91.2	18	8.8	0	0.0	0	0.0
Lambton	126	108	88.5	14	11.5	0	0.0	0	0.0
Loyalist	115	111	98.2	2	1.8	0	0.0	0	0.0
Mohawk	412	333	86.9	50	13.1	8	53.3	7	46.7
Niagara	321	272	87.2	40	12.8	0	0.0	0	0.0
Northern	76	73	96.1	3	3.9	0	0.0	0	0.0
Sault	110	96	97.0	3	3.0	11	100.0	0	0.0
Seneca	619	472	80.3	116	19.7	0	0.0	0	0.0
Sheridan	570	442	81.4	101	18.6	3	100.0	0	0.0
St. Clair	274	250	94.7	14	5.3	0	0.0	0	0.0
St. Lawrence	204	195	99.0	2	1.0	0	0.0	0	0.0
All Colleges	7,566	6,305	87.4	907	12.6	43	75.4	14	24.6

Table 5.2: Employee Type and Service Status (Counsellors and Librarians), 2015-16

		Counsellor				Librarian			
		Non-Probationary		Probationary		Non-Probationary		Probationary	
College	No. of Employees	#	%	#	%	#	%	#	%
Algonquin	575	17	100.0	0	0.0	3	100.0	0	0.0
Boréal	105	3	75.0	1	25.0	0	0.0	0	0.0
Cambrian	191	1	100.0	0	0.0	1	100.0	0	0.0
Canadore	108	0	0.0	0	0.0	0	0.0	0	0.0
Centennial	458	11	73.3	4	26.7	6	66.7	3	33.3
Conestoga	438	11	91.7	1	8.3	0	0.0	0	0.0
Confederation	154	4	80.0	1	20.0	0	0.0	0	0.0
Durham	335	1	100.0	0	0.0	2	100.0	0	0.0
Fanshawe	502	11	78.6	3	21.4	3	100.0	0	0.0
Fleming	208	8	80.0	2	20.0	0	0.0	0	0.0
George Brown	563	30	88.2	4	11.8	8	100.0	0	0.0
Georgian	262	10	100.0	0	0.0	6	100.0	0	0.0
Humber	624	19	100.0	0	0.0	10	100.0	0	0.0
La Cité	216	9	81.8	2	18.2	1	100.0	0	0.0
Lambton	126	3	75.0	1	25.0	0	0.0	0	0.0
Loyalist	115	2	100.0	0	0.0	0	0.0	0	0.0
Mohawk	412	10	100.0	0	0.0	3	75.0	1	25.0
Niagara	321	8	100.0	0	0.0	1	100.0	0	0.0
Northern	76	0	0.0	0	0.0	0	0.0	0	0.0
Sault	110	0	0.0	0	0.0	0	0.0	0	0.0
Seneca	619	20	95.2	1	4.8	10	100.0	0	0.0
Sheridan	570	11	91.7	1	8.3	12	100.0	0	0.0
St. Clair	274	8	80.0	2	20.0	0	0.0	0	0.0
St. Lawrence	204	7	100.0	0	0.0	0	0.0	0	0.0
All Colleges	7,566	204	89.9	23	10.1	66	94.3	4	5.7

Table 6.1: Reason for No SWF (PD Leave, Leave of Absence (with or without pay), Maternity/Parental Leave, Prepaid Leave), 2015-16

College	No. of Records	Professional Development		Leave of Absence (with or without pay)		Maternity/Parental Leave		Prepaid Leave	
		#	%	#	%	#	%	#	%
Algonquin	46	8	17.4	2	4.3	2	4.3	0	0.0
Boréal	8	0	0.0	0	0.0	0	0.0	0	0.0
Cambrian	19	4	21.1	0	0.0	4	21.1	0	0.0
Canadore	1	0	0.0	0	0.0	1	100.0	0	0.0
Centennial	42	6	14.3	0	0.0	1	2.4	0	0.0
Conestoga	20	1	5.0	0	0.0	2	10.0	1	5.0
Confederation	21	2	9.5	1	4.8	2	9.5	0	0.0
Durham	28	0	0.0	0	0.0	1	3.6	0	0.0
Fanshawe	51	3	5.9	0	0.0	10	19.6	0	0.0
Fleming	35	3	8.6	0	0.0	2	5.7	0	0.0
George Brown	72	7	9.7	0	0.0	3	4.2	0	0.0
Georgian	26	4	15.4	0	0.0	0	0.0	1	3.8
Humber	49	6	12.2	5	10.2	3	6.1	0	0.0
La Cité	31	4	12.9	1	3.2	3	9.7	1	3.2
Lambton	10	2	20.0	1	10.0	1	10.0	0	0.0
Loyalist	6	0	0.0	0	0.0	0	0.0	0	0.0
Mohawk	71	4	5.6	1	1.4	2	2.8	0	0.0
Niagara	26	3	11.5	2	7.7	5	19.2	0	0.0
Northern	0	0	0.0	0	0.0	0	0.0	0	0.0
Sault	0	0	0.0	0	0.0	0	0.0	0	0.0
Seneca	92	7	7.6	0	0.0	4	4.3	0	0.0
Sheridan	58	5	8.6	7	12.1	6	10.3	0	0.0
St. Clair	10	1	10.0	0	0.0	0	0.0	0	0.0
St. Lawrence	18	0	0.0	0	0.0	0	0.0	0	0.0
All Colleges	740	70	9.5	20	2.7	52	7.0	3	0.4

Table 6.2: Reason for No SWF (LTD, Union Business, Vacation, Project Assignment, Non-SWF Class Definitions) 2015-16

College	No. of Records	LTD		Union Business		Vacation		Project Assignment		No-SWF Class Definitions (Couns. & Librarians)	
		#	%	#	%	#	%	#	%	#	%
Algonquin	46	4	8.7	2	4.3	0	0.0	3	6.5	20	43.5
Boréal	8	1	12.5	0	0.0	0	0.0	0	0.0	4	50.0
Cambrian	19	0	0.0	0	0.0	0	0.0	0	0.0	2	10.5
Canadore	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Centennial	42	13	31.0	0	0.0	0	0.0	1	2.4	21	50.0
Conestoga	20	0	0.0	1	5.0	0	0.0	2	10.0	12	60.0
Confederation	21	1	4.8	0	0.0	0	0.0	0	0.0	5	23.8
Durham	28	0	0.0	0	0.0	0	0.0	0	0.0	2	7.1
Fanshawe	51	1	2.0	0	0.0	0	0.0	0	0.0	18	35.3
Fleming	35	1	2.9	0	0.0	0	0.0	0	0.0	10	28.6
George Brown	72	12	16.7	2	2.8	0	0.0	1	1.4	41	56.9
Georgian	26	1	3.8	0	0.0	0	0.0	0	0.0	17	65.4
Humber	49	0	0.0	1	2.0	0	0.0	4	8.2	29	59.2
La Cité	31	6	19.4	0	0.0	0	0.0	2	6.5	11	35.5
Lambton	10	0	0.0	0	0.0	0	0.0	2	20.0	4	40.0
Loyalist	6	1	16.7	0	0.0	0	0.0	0	0.0	2	33.3
Mohawk	71	1	1.4	0	0.0	0	0.0	4	5.6	13	18.3
Niagara	26	3	11.5	0	0.0	0	0.0	0	0.0	8	30.8
Northern	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sault	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Seneca	92	8	8.7	0	0.0	0	0.0	1	1.1	31	33.7
Sheridan	58	2	3.4	0	0.0	0	0.0	8	13.8	25	43.1
St. Clair	10	0	0.0	0	0.0	0	0.0	1	10.0	8	80.0
St. Lawrence	18	10	55.6	0	0.0	0	0.0	2	11.1	6	33.3
All Colleges	740	65	8.8	6	0.8	0	0.0	31	4.2	289	39.1

Table 6.3: Reason for No SWF (Other, SWF N/A, Modified Workload Arrangement, Short-Term Disability), 2015-16

College	No. of Records	Other		SWF N/A		MWA		STD	
		#	%	#	%	#	%	#	%
Algonquin	46	2	4.3	0	0.0	0	0.0	3	6.5
Boréal	8	2	25.0	1	12.5	0	0.0	0	0.0
Cambrian	19	5	26.3	2	10.5	0	0.0	2	10.5
Canadore	1	0	0.0	0	0.0	0	0.0	0	0.0
Centennial	42	0	0.0	0	0.0	0	0.0	0	0.0
Conestoga	20	0	0.0	0	0.0	1	5.0	0	0.0
Confederation	21	2	9.5	0	0.0	8	38.1	0	0.0
Durham	28	25	89.3	0	0.0	0	0.0	0	0.0
Fanshawe	51	9	17.6	6	11.8	3	5.9	1	2.0
Fleming	35	8	22.9	10	28.6	0	0.0	1	2.9
George Brown	72	5	6.9	0	0.0	1	1.4	0	0.0
Georgian	26	3	11.5	0	0.0	0	0.0	0	0.0
Humber	49	1	2.0	0	0.0	0	0.0	0	0.0
La Cité	31	2	6.5	0	0.0	0	0.0	1	3.2
Lambton	10	0	0.0	0	0.0	0	0.0	0	0.0
Loyalist	6	3	50.0	0	0.0	0	0.0	0	0.0
Mohawk	71	13	18.3	31	43.7	0	0.0	2	2.8
Niagara	26	5	19.2	0	0.0	0	0.0	0	0.0
Northern	0	0	0.0	0	0.0	0	0.0	0	0.0
Sault	0	0	0.0	0	0.0	0	0.0	0	0.0
Seneca	92	39	42.4	0	0.0	0	0.0	2	2.2
Sheridan	58	2	3.4	3	5.2	0	0.0	0	0.0
St. Clair	10	0	0.0	0	0.0	0	0.0	0	0.0
St. Lawrence	18	0	0.0	0	0.0	0	0.0	0	0.0
All Colleges	740	126	17.0	53	7.2	13	1.8	12	1.6

Table 7: Workload by Function (Average Hours per Week), 2015-16

College	Fall 2015						Winter 2016					
	No. of Records	Teaching Contact	Prep	Eval	Comp Functions	Total Wkload	No. of Records	Teaching Contact	Prep	Eval	Comp Functions	Total Wkload
Algonquin	498	12.1	7	9.7	12.7	41.5	489	12.1	7	9.2	12.8	41.1
Boréal	93	12.4	7.8	4.4	16.6	42.1	90	12.5	8.3	4	15.7	41.8
Cambrian	164	14	8.2	8.5	11.2	41.8	166	13.5	7.8	7.3	12.1	40.7
Canadore	106	14.4	8.6	8.7	10	41.8	103	14.5	8.7	8.1	10.2	41.5
Centennial	386	12.9	7.8	8.5	13.1	42.3	395	12.7	7.8	8.3	13.5	42.2
Conestoga	388	13.1	8.1	8.2	11.6	40.9	389	13	8.1	7.7	11.9	40.8
Confederation	129	12.9	8.1	7	14.1	42.2	125	12.4	7.9	6.4	14.8	42
Durham	296	12.8	7.4	11.2	10.7	42	293	12.7	7.3	11	10.8	41.8
Fanshawe	444	11.7	7.3	9.3	13	41.4	443	12	7.3	9.1	13.2	41.6
Fleming	162	12	6.9	10	12.3	41.4	165	11.9	7.1	9.1	12.9	41.1
George Brown	466	11.5	6.8	9.3	13.6	41.3	469	11.6	6.9	9.5	13.7	41.7
Georgian	199	11.5	6.7	8.9	14.5	41.6	220	11.4	6.7	8.5	14.5	41.2
Humber	543	11.6	6.6	9.8	13.1	41.1	542	11.6	6.5	9.6	13.6	41.3
La Cité	175	12.3	7.2	7.6	14.9	42.1	180	12.2	7.1	7.1	15.6	42.2
Lambton	111	12	7.2	8.1	13.9	41.2	106	12.2	7.4	7.8	13.8	41.2
Loyalist	107	12.9	8.1	7.8	12.7	41.5	107	12.9	7.8	7.7	12.8	41.2
Mohawk	336	12.2	7	12.2	11.1	42.8	338	12.2	7.1	11.5	11.3	42.3
Niagara	283	13.1	7.6	8.9	11	40.7	288	13.3	7.6	8.8	11.3	41
Northern	179	13.1	8.1	7.3	14.4	42.9	217	12	7.7	5.3	15.6	40.7
Sault	105	13	7.7	7	11.8	39.8	97	13.4	8.1	4.9	12.5	39.1
Seneca	489	12.2	6.9	8.8	11.9	39.8	499	11.9	6.7	8.2	12.5	39.4
Sheridan	484	12.1	6.9	7.6	13.5	40.1	497	12.1	6.8	7.3	14.1	40.3
St. Clair	256	13.4	8	8.7	10.4	40.5	254	13.2	7.8	8.2	10.4	39.6
St. Lawrence	178	11.7	7.2	9.9	13.3	42.2	181	12.1	7.7	9.3	13.2	42.3
All Colleges	6,577	12.5	7.5	8.6	12.7	41.5	6,653	12.5	7.5	8.1	13.0	41.2

Table 8.1: Teaching Contact Hours per Week (Excluding Coordinators), 2015-16								
College	Fall 2015				Winter 2016			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	304	2	19	13.1	300	2	20	13.1
Boréal	55	3	19	13.4	53	4	19	13.7
Cambrian	101	3	24	14.5	101	3	22	14.6
Canadore	74	9	20	15.2	71	9	20	15.3
Centennial	280	3	20	14.1	288	3	19	13.9
Conestoga	268	3	20	14.1	271	3	24	14.1
Confederation	71	3	20	14.2	69	3	20	13.6
Durham	197	7	19	13.3	201	6	21	13.1
Fanshawe	305	3	19	12.8	307	3	19	13
Fleming	97	1	19	12.9	97	1	18	12.8
George Brown	305	3	18	12.1	307	2	20	12.2
Georgian	130	3	19	13.3	148	3	18	13.1
Humber	407	3	19	13.2	405	3	18	13.1
La Cité	102	3	19	14.1	106	4	19	14.1
Lambton	75	3	20	13.2	68	3	20	13.5
Loyalist	59	6	19	13.7	57	8	18	13.8
Mohawk	208	3	26	13.1	209	2	20.5	13.1
Niagara	194	6	18	13.6	199	3	19	13.9
Northern	149	1.3	20	13.5	180	1	19	12.4
Sault	71	3	18	13.6	63	8	20	14.2
Seneca	432	3	18	12.7	443	3	18	12.4
Sheridan	367	3	18	13.1	382	3	21	12.9
St. Clair	157	2	19	14.7	157	2	19	14.4
St. Lawrence	105	3	19	12.3	109	2	19	12.5
All Colleges	4,513	1.0	26.0	13.5	4,591	1.0	24.0	13.5

[Note: this table contains data values that fall outside the limits established in the collective agreement. The data values have not been clarified at the time of this report. While revised data would have had an impact on the minimum and maximum limits reported for these colleges, the revised data would not have had a significant impact on the system average.]

Table 8.2: Teaching Contact Hours per Week (Coordinators Only), 2015-16

College	Fall 2015				Winter 2016			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	158	3	18	10.6	156	2	18	10.6
Boréal	35	1.5	16	11.4	34	1.5	18	11.6
Cambrian	51	4	18	13.4	52	5	22	12.8
Canadore	28	6	18	12.4	28	6	17	12.5
Centennial	106	3	18	9.6	106	2	18	9.7
Conestoga	108	4	21	10.7	107	2	19	10.4
Confederation	54	7	15	11.2	53	4	15	10.8
Durham	85	4	19	11.8	83	3	18	12
Fanshawe	125	2	19	9.5	122	2	18	9.7
Fleming	59	5	16	10.5	62	3	16	10.6
George Brown	153	2	19	10.4	155	3	20	10.6
Georgian	66	3	12	8.3	67	3	13	8.3
Humber	127	3	14	7	128	2.75	16	7.2
La Cité	63	3	15	9.5	62	2	16	9.3
Lambton	32	2	16	9.2	32	3	16	9.6
Loyalist	43	7	17	11.5	43	6	16	11.7
Mohawk	101	3	17	10.8	97	3	19	10.7
Niagara	78	3	16	11.6	80	3	18	11.9
Northern	28	6	15	11.5	35	4	16	11.1
Sault	34	5	16	11.7	34	4	18	12
Seneca	23	4	14	8.7	23	4	14	9.5
Sheridan	96	2	22	9.5	96	3	16	9.8
St. Clair	90	3	18	11.3	90	3	18	11.2
St. Lawrence	44	3	17	10.5	44	4	20	11.4
All Colleges	1,787	1.5	22.0	10.5	1,789	1.5	22	10.6

[Note: this table contains data values that fall outside the limits established in the collective agreement. The data values have not been clarified at the time of this report. While revised data would have had an impact on the minimum and maximum limits reported for these colleges, the revised data would not have had a significant impact on the system average.]

Table 8.3: Average Teaching Contact Hours by Type of Program, 2015-16

College	No. of Records	Fall 2015							
		Post-Secondary		Non-Post-Secondary		Other		Unknown	
		#	Hours	#	Hours	#	Hours	#	Hours
Algonquin	498	461	11.9	37	14.6				
Boréal	93	92	12.3	1	16				
Cambrian	164	164	14						
Canadore	106	105	14.3	1	20				
Centennial	386	384	12.9	2	13				
Conestoga	388	373	12.9	15	17.3				
Confederation	129	11	18	3	20	115	12.3		
Durham	296	294	12.8	1	9			1	12
Fanshawe	444	444	11.7						
Fleming	162	162	12						
George Brown	466							466	11.5
Georgian	198	195	11.6	3	7				
Humber	543	543	11.6						
La Cité	175	173	12.3	2	13				
Lambton	111	111	12						
Loyalist	107	107	12.9						
Mohawk	323	323	12.2						
Niagara	283	265	13	18	14				
Northern	179	179	13.1						
Sault	105	102	13					3	13.3
Seneca	489	482	12.2	7	13.9				
Sheridan	484	484	12.1						
St. Clair	256	252	13.4	4	12.2				
St. Lawrence	178	178	11.7						
All Colleges	6,563	5,884	12.8	94	14.2	115	12.3	470	12.3

*Unknown Type of Program.

Table 8.3: Average Teaching Contact Hours by Type of Program, 2015-16

College	No. of Records	Winter 2016							
		Post-Secondary		Non-Post-Secondary		Other		Unknown	
		#	Hours	#	Hours	#	Hours	#	Hours
Algonquin	489	453	12	36	14.2				
Boréal	90	89	12.5	1	16				
Cambrian	166	166	13.5						
Canadore	103	102	14.4	1	20				
Centennial	395	393	12.7	2	16				
Conestoga	389	375	12.8	14	17.8				
Confederation	125	7	18	3	20	115	11.9		
Durham	293	291	12.7	1	9			1	12
Fanshawe	443	443	12						
Fleming	165	165	11.9						
George Brown	469							469	11.6
Georgian	220	217	11.5	3	8.7				
Humber	542	540	11.6	2	17.5				
La Cité	180	178	12.2	2	13				
Lambton	106	106	12.2						
Loyalist	107	107	12.9						
Mohawk	319	319	12.2						
Niagara	288	270	13.2	18	14.9				
Northern	217	217	12						
Sault	97	96	13.5	1	8				
Seneca	499	488	11.9	11	14.7				
Sheridan	497	497	12.1						
St. Clair	254	250	13.3	4	11				
St. Lawrence	181	180	12.1	1	20				
All Colleges	6,634	5,949	12.7	100	14.7	115	11.9	470	11.8

*Unknown Type of Program.

Table 9.1: Non-Classroom Teaching, Fall 2015

College	No. of Records	Non-Classroom Teaching		Classroom Teaching		Not Specified	
		#	%	#	%	#	%
Algonquin	498	76	15.3	422	84.7	0	0.0
Boréal	93	0	0.0	93	100.0	0	0.0
Cambrian	164	0	0.0	164	100.0	0	0.0
Canadore	106	0	0.0	106	100.0	0	0.0
Centennial	386	7	1.8	379	98.2	0	0.0
Conestoga	388	0	0.0	0	0.0	388	100.0
Confederation	129	0	0.0	129	100.0	0	0.0
Durham	296	0	0.0	0	0.0	296	100.0
Fanshawe	444	0	0.0	444	100.0	0	0.0
Fleming	162	33	20.4	129	79.6	0	0.0
George Brown	466	0	0.0	0	0.0	466	100.0
Georgian	199	25	12.6	174	87.4	0	0.0
Humber	543	0	0.0	543	100.0	0	0.0
La Cité	175	0	0.0	175	100.0	0	0.0
Lambton	111	44	39.6	67	60.4	0	0.0
Loyalist	107	0	0.0	107	100.0	0	0.0
Mohawk	336	4	1.2	319	94.9	13	3.9
Niagara	283	0	0.0	0	0.0	283	100.0
Northern	179	0	0.0	0	0.0	179	100.0
Sault	105	0	0.0	0	0.0	105	100.0
Seneca	489	0	0.0	0	0.0	489	100.0
Sheridan	484	75	15.5	409	84.5	0	0.0
St. Clair	256	1	0.4	255	99.6	0	0.0
St. Lawrence	178	0	0.0	178	100.0	0	0.0
All Colleges	6,577	265	4.0	4,093	62.2	2,219	33.7

Table 9.2: Non-Classroom Teaching, Winter 2016

College	No. of Records	Non-Classroom Teaching		Classroom Teaching		Not Specified	
		#	%	#	%	#	%
Algonquin	489	74	15.1	415	84.9	0	0.0
Boréal	90	0	0.0	90	100.0	0	0.0
Cambrian	166	0	0.0	166	100.0	0	0.0
Canadore	103	0	0.0	103	100.0	0	0.0
Centennial	395	11	2.8	384	97.2	0	0.0
Conestoga	389	0	0.0	0	0.0	389	100.0
Confederation	125	0	0.0	125	100.0	0	0.0
Durham	293	0	0.0	0	0.0	293	100.0
Fanshawe	443	0	0.0	443	100.0	0	0.0
Fleming	165	47	28.5	118	71.5	0	0.0
George Brown	469	0	0.0	0	0.0	469	100.0
Georgian	220	20	9.1	200	90.9	0	0.0
Humber	542	0	0.0	542	100.0	0	0.0
La Cité	180	0	0.0	180	100.0	0	0.0
Lambton	106	49	46.2	57	53.8	0	0.0
Loyalist	107	0	0.0	107	100.0	0	0.0
Mohawk	338	7	2.1	312	92.3	19	5.6
Niagara	288	0	0.0	0	0.0	288	100.0
Northern	217	0	0.0	0	0.0	217	100.0
Sault	97	0	0.0	0	0.0	97	100.0
Seneca	499	0	0.0	0	0.0	499	100.0
Sheridan	497	76	15.3	421	84.7	0	0.0
St. Clair	254	12	4.7	242	95.3	0	0.0
St. Lawrence	181	0	0.0	181	100.0	0	0.0
All Colleges	6,653	296	4.4	4,086	61.4	2,271	34.1

Table 10: Delivery Method of Non-Classroom Teaching, 2015-16

College	Fall 2015											Winter 2016										
	No. of Records	On-line Course		Paper-based Course		Combination		Other		Unknown*		No. of Records	On-line Course		Paper-based Course		Combination		Other		Unknown*	
		#	%	#	%	#	%	#	%	#	%		#	%	#	%	#	%	#	%	#	%
Algonquin	76	4	5.3	0	0.0	72	94.7	0	0.0	0	0.0	74	4	5.4	0	0.0	70	94.6	0	0.0	0	0.0
Centennial	7	0	0.0	0	0.0	0	0.0	0	0.0	7	100.0	11	0	0.0	0	0.0	0	0.0	0	0.0	11	100.0
Fleming	33	11	33.3	0	0.0	0	0.0	10	30.3	12	36.4	47	15	31.9	0	0.0	0	0.0	12	25.5	20	42.6
Georgian	25	21	84.0	0	0.0	4	16.0	0	0.0	0	0.0	20	16	80.0	0	0.0	3	15.0	1	5.0	0	0.0
Lambton	44	0	0.0	0	0.0	44	100.0	0	0.0	0	0.0	49	3	6.1	0	0.0	46	93.9	0	0.0	0	0.0
Mohawk	4	0	0.0	0	0.0	0	0.0	0	0.0	4	100.0	7	0	0.0	0	0.0	0	0.0	0	0.0	7	100.0
Sheridan	75	7	9.3	0	0.0	68	90.7	0	0.0	0	0.0	76	6	7.9	0	0.0	70	92.1	0	0.0	0	0.0
St. Clair	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	12	0	0.0	11	91.7	0	0.0	0	0.0	1	8.3
All Colleges	265	43	16.2	1	0.4	188	70.9	10	3.8	23	8.7	296	44	14.9	11	3.7	189	63.9	13	4.4	39	13.2

*Unknown Delivery Method of Non-Classroom Teaching.

Table 11: Recognition of Time Spent in Non-Classroom Teaching, 2015-16

Fall 2015													
College	No. of Records	Prep. Time		Eval. Hours		Compl. Hours		Combination		Other		Unknown*	
		#	%	#	%	#	%	#	%	#	%	#	%
Algonquin	76	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	76	100.0
Centennial	7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	7	100.0
Fleming	33	0	0.0	0	0.0	10	30.3	23	69.7	0	0.0	0	0.0
Georgian	25	1	4.0	0	0.0	0	0.0	0	0.0	0	0.0	24	96.0
Lambton	44	0	0.0	0	0.0	1	2.3	43	97.7	0	0.0	0	0.0
Mohawk	4	0	0.0	0	0.0	4	100.0	0	0.0	0	0.0	0	0.0
Sheridan	75	0	0.0	0	0.0	0	0.0	0	0.0	75	100.0	0	0.0
St. Clair	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
All Colleges	265	1	0.4	1	0.4	15	5.7	66	24.9	75	28.3	107	40.4

*Unknown Recognition of Time in Non-Classroom Teaching.

[Note: the original table was reformatted for letter-size paper.]

Table 11: Recognition of Time Spent in Non-Classroom Teaching, 2015-16

Winter 2016													
College	No. of Records	Prep. Time		Eval. Hours		Compl. Hours		Combination		Other		Unknown*	
		#	%	#	%	#	%	#	%	#	%	#	%
Algonquin	74	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	74	100.0
Centennial	11	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	11	100.0
Fleming	47	0	0.0	0	0.0	12	25.5	35	74.5	0	0.0	0	0.0
Georgian	20	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	20	100.0
Lambton	49	0	0.0	0	0.0	0	0.0	49	100.0	0	0.0	0	0.0
Mohawk	7	0	0.0	0	0.0	7	100.0	0	0.0	0	0.0	0	0.0
Sheridan	76	0	0.0	0	0.0	0	0.0	0	0.0	76	100.0	0	0.0
St. Clair	12	0	0.0	11	91.7	0	0.0	0	0.0	0	0.0	1	8.3
All Colleges	296	0	0.0	11	3.7	19	6.4	84	28.4	76	25.7	106	35.8

*Unknown Recognition of Time in Non-Classroom Teaching.

[Note: the original table was reformatted for letter-size paper.]

Table 12: Student Contact Hours, 2015-16

	Fall 2015				Winter 2016			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	499	48	1,110	404.1	492	10	1,425	385.1
Boréal	91	24	438	151.4	88	6	417	137.1
Cambrian	164	12	1,123	325.7	164	45	816	304.5
Canadore	105	20	1,376	385.3	103	24	903	358.3
Centennial	377	60	1,050	405.1	387	38	1,050	392.4
Conestoga	389	24	940	331.2	399	20	956	315.6
Confederation	129	93	624	326.1	125	65	606	300.5
Durham	295	114	720	436.6	293	105	718	426.4
Fanshawe	443	60	1,380	411.4	442	45	1,800	398.6
Fleming	165	70	990	413.5	168	25	940	378.9
George Brown	466	24	980	389.4	469	48	840	384.9
Georgian	198	25	675	359.3	216	48	654	340.3
Humber	544	39	1,360	423.1	542	21	1,260	414.7
La Cité	176	42	748	267.1	180	38	558	250.4
Lambton	111	41	696	327	106	42	670	304.3
Loyalist	107	108	700	339.2	107	60	710	331.1
Mohawk	267	12	1,800	538.2	270	8	1,920	504.4
Niagara	283	129	996	370.5	288	45	930	361.5
Northern	74	62	2,478	700.4	75	54	1,757	610.6
Sault	98	78	708	300.2	69	84	636	284.5
Seneca	499	16	765	350.5	513	38	876	333.9
Sheridan	478	24	666	333.6	494	45	672	321.1
St. Clair	256	10	1,004	368.9	254	10	756	334.4
St. Lawrence	178	111	960	407	181	34	1,280	413.6
All Colleges	6,392	10.0	2,478.0	377.7	6,425	6.0	1,920.0	357.8

Table 13.1: Courses by Type of Preparation Factor, Fall 2015											
College	No. of Records	New (1.1)		Established A (0.85)		Established B (0.60)		Repeat A (0.45)		Repeat B (0.35)	
		#	%	#	%	#	%	#	%	#	%
Algonquin	1,879	205	10.9	11	0.6	1,004	53.4	18	1.0	624	33.2
Boréal	386	42	10.9	0	0.0	302	78.2	14	3.6	28	7.3
Cambrian	742	106	14.3	6	0.8	365	49.2	51	6.9	196	26.4
Canadore	492	48	9.8	1	0.2	320	65.0	8	1.6	110	22.4
Centennial	1,689	246	14.6	37	2.2	801	47.4	41	2.4	540	32.0
Conestoga	2,031	314	15.5	25	1.2	984	48.4	76	3.7	551	27.1
Confederation	544	82	15.1	1	0.2	333	61.2	18	3.3	110	20.2
Durham	1,352	173	12.8	1	0.1	690	51.0	42	3.1	427	31.6
Fanshawe	1,720	271	15.8	7	0.4	968	56.3	8	0.5	450	26.2
Fleming	1,099	138	12.6	14	1.3	514	46.8	57	5.2	301	27.4
George Brown	1,817	184	10.1	9	0.5	1,060	58.3	87	4.8	449	24.7
Georgian	784	109	13.9	6	0.8	382	48.7	8	1.0	259	33.0
Humber	2,045	234	11.4	9	0.4	988	48.3	10	0.5	798	39.0
La Cité	675	87	12.9	8	1.2	347	51.4	27	4.0	204	30.2
Lambton	446	48	10.8	3	0.7	263	59.0	21	4.7	98	22.0
Loyalist	468	68	14.5	2	0.4	316	67.5	3	0.6	79	16.9
Mohawk	1,596	188	11.8	11	0.7	856	53.6	40	2.5	498	31.2
Niagara	1,279	117	9.1	5	0.4	745	58.2	59	4.6	353	27.6
Northern	719	67	9.3	5	0.7	519	72.2	6	0.8	122	17.0
Sault	461	36	7.8	5	1.1	301	65.3	16	3.5	86	18.7
Seneca	1,960	215	11.0	16	0.8	885	45.2	313	16.0	530	27.0
Sheridan	2,487	298	12.0	30	1.2	1,110	44.6	34	1.4	1,015	40.8
St. Clair	1,223	133	10.9	11	0.9	687	56.2	3	0.2	365	29.8
St. Lawrence	729	65	8.9	11	1.5	462	63.4	2	0.3	161	22.1
All Colleges	28,623	3,474	12.1	234	0.8	15,202	53.1	962	3.4	8,354	29.2

Table 13.1 (cont'd): Courses by Type of Preparation Factor, Fall 2015									
College	No. of Records	Special A		Special B		Multiple		Unknown*	
		#	%	#	%	#	%	#	%
Algonquin	1,879	17	0.9	0	0.0	0	0.0	0	0.0
Boréal	386	0	0.0	0	0.0	0	0.0	0	0.0
Cambrian	742	3	0.4	0	0.0	0	0.0	15	2.0
Canadore	492	5	1.0	0	0.0	0	0.0	0	0.0
Centennial	1,689	0	0.0	24	1.4	0	0.0	0	0.0
Conestoga	2,031	63	3.1	18	0.9	0	0.0	0	0.0
Confederation	544	0	0.0	0	0.0	0	0.0	0	0.0
Durham	1,352	0	0.0	0	0.0	0	0.0	19	1.4
Fanshawe	1,720	3	0.2	13	0.8	0	0.0	0	0.0
Fleming	1,099	0	0.0	7	0.6	68	6.2	0	0.0
George Brown	1,817	0	0.0	2	0.1	26	1.4	0	0.0
Georgian	784	0	0.0	13	1.7	0	0.0	7	0.9
Humber	2,045	0	0.0	6	0.3	0	0.0	0	0.0
La Cité	675	0	0.0	2	0.3	0	0.0	0	0.0
Lambton	446	13	2.9	0	0.0	0	0.0	0	0.0
Loyalist	468	0	0.0	0	0.0	0	0.0	0	0.0
Mohawk	1,596	0	0.0	0	0.0	0	0.0	3	0.2
Niagara	1,279	0	0.0	0	0.0	0	0.0	0	0.0
Northern	719	0	0.0	0	0.0	0	0.0	0	0.0
Sault	461	2	0.4	15	3.3	0	0.0	0	0.0
Seneca	1,960	1	0.1	0	0.0	0	0.0	0	0.0
Sheridan	2,487	0	0.0	0	0.0	0	0.0	0	0.0
St. Clair	1,223	0	0.0	24	2.0	0	0.0	0	0.0
St. Lawrence	729	0	0.0	0	0.0	0	0.0	28	3.8
All Colleges	28,623	107	0.4	124	0.4	94	0.3	72	0.3

*Unknown Courses by Type of Preparation Factor.

The sum of individual course types is not equal to the number of records.

[Note: the original table was reformatted for letter-size paper.]

Table 13.2: Courses by Type of Preparation Factor, Winter 2016

College	No. of Records	New (1.1)		Established A (0.85)		Established B (0.60)		Repeat A (0.45)		Repeat B (0.35)	
		#	%	#	%	#	%	#	%	#	%
Algonquin	1,856	186	10.0	8	0.4	1,059	57.1	21	1.1	564	30.4
Boréal	373	45	12.1	10	2.7	285	76.4	10	2.7	23	6.2
Cambrian	723	103	14.2	4	0.6	373	51.6	44	6.1	187	25.9
Canadore	502	47	9.4	1	0.2	318	63.3	11	2.2	113	22.5
Centennial	1,709	202	11.8	123	7.2	848	49.6	71	4.2	436	25.5
Conestoga	1,960	287	14.6	17	0.9	1,034	52.8	67	3.4	486	24.8
Confederation	526	89	16.9	2	0.4	314	59.7	12	2.3	109	20.7
Durham	1,331	150	11.3	3	0.2	718	53.9	53	4.0	391	29.4
Fanshawe	1,733	224	12.9	10	0.6	1,036	59.8	19	1.1	428	24.7
Fleming	1,116	162	14.5	12	1.1	551	49.4	10	0.9	296	26.5
George Brown	1,848	159	8.6	19	1.0	1,103	59.7	106	5.7	438	23.7
Georgian	842	113	13.4	5	0.6	458	54.4	7	0.8	239	28.4
Humber	2,002	205	10.2	0	0.0	1,016	50.7	2	0.1	779	38.9
La Cité	685	75	10.9	5	0.7	382	55.8	29	4.2	185	27.0
Lambton	413	43	10.4	2	0.5	258	62.5	16	3.9	81	19.6
Loyalist	471	46	9.8	2	0.4	350	74.3	0	0.0	73	15.5
Mohawk	1,610	178	11.1	3	0.2	952	59.1	23	1.4	446	27.7
Niagara	1,298	97	7.5	7	0.5	813	62.6	61	4.7	320	24.7
Northern	765	71	9.3	6	0.8	577	75.4	4	0.5	104	13.6
Sault	441	30	6.8	13	2.9	303	68.7	15	3.4	62	14.1
Seneca	2,006	179	8.9	16	0.8	1,000	49.9	292	14.6	519	25.9
Sheridan	2,537	258	10.2	43	1.7	1,192	47.0	41	1.6	1,002	39.5
St. Clair	1,252	122	9.7	5	0.4	753	60.1	4	0.3	355	28.4
St. Lawrence	793	99	12.5	20	2.5	466	58.8	4	0.5	176	22.2
All Colleges	28,792	3,170	11.0	336	1.2	16,159	56.1	922	3.2	7,812	27.1

Table 13.2 (cont'd): Courses by Type of Preparation Factor, Winter 2016									
College	No. of Records	Special A		Special B		Multiple		Unknown*	
		#	%	#	%	#	%	#	%
Algonquin	1,856	18	1.0	0	0.0	0	0.0	0	0.0
Boréal	373	0	0.0	0	0.0	0	0.0	0	0.0
Cambrian	723	1	0.1	0	0.0	0	0.0	11	1.5
Canadore	502	12	2.4	0	0.0	0	0.0	0	0.0
Centennial	1,709	8	0.5	21	1.2	0	0.0	0	0.0
Conestoga	1,960	48	2.4	21	1.1	0	0.0	0	0.0
Confederation	526	0	0.0	0	0.0	0	0.0	0	0.0
Durham	1,331	0	0.0	0	0.0	0	0.0	16	1.2
Fanshawe	1,733	3	0.2	13	0.8	0	0.0	0	0.0
Fleming	1,116	2	0.2	6	0.5	77	6.9	0	0.0
George Brown	1,848	0	0.0	0	0.0	23	1.2	0	0.0
Georgian	842	0	0.0	16	1.9	4	0.5	0	0.0
Humber	2,002	0	0.0	0	0.0	0	0.0	0	0.0
La Cité	685	1	0.1	8	1.2	0	0.0	0	0.0
Lambton	413	13	3.1	0	0.0	0	0.0	0	0.0
Loyalist	471	0	0.0	0	0.0	0	0.0	0	0.0
Mohawk	1,610	0	0.0	0	0.0	0	0.0	8	0.5
Niagara	1,298	0	0.0	0	0.0	0	0.0	0	0.0
Northern	765	3	0.4	0	0.0	0	0.0	0	0.0
Sault	441	0	0.0	18	4.1	0	0.0	0	0.0
Seneca	2,006	0	0.0	0	0.0	0	0.0	0	0.0
Sheridan	2,537	0	0.0	0	0.0	0	0.0	1	0.0
St. Clair	1,252	0	0.0	13	1.0	0	0.0	0	0.0
St. Lawrence	793	0	0.0	0	0.0	0	0.0	28	3.5
All Colleges	28,792	109	0.4	116	0.4	104	0.4	64	0.2

*Unknown Courses by Type of Preparation Factor.

The sum of individual course types is not equal to the number of records.

[Note: the original table was reformatted for letter-size paper.]

Table 14.1: Courses by Type of Evaluation/Feedback Factor, Fall 2015

College	No. of Records	Essay/Project (0.030)		Routine/Assisted (0.015)		In-Process (0.0092)		Combined		Unknown*	
		#	%	#	%	#	%	#	%	#	%
Algonquin	1,879	924	49.2	357	19.0	112	6.0	486	25.9	0	0.0
Boréal	386	381	98.7	5	1.3	0	0.0	0	0.0	0	0.0
Cambrian	742	397	53.5	120	16.2	79	10.6	145	19.5	1	0.1
Canadore	492	155	31.5	41	8.3	11	2.2	285	57.9	0	0.0
Centennial	1,689	174	10.3	265	15.7	241	14.3	1,009	59.7	0	0.0
Conestoga	2,031	830	40.9	112	5.5	100	4.9	989	48.7	0	0.0
Confederation	544	41	7.5	12	2.2	16	2.9	475	87.3	0	0.0
Durham	1,352	642	47.5	79	5.8	21	1.6	560	41.4	50	3.7
Fanshawe	1,720	411	23.9	87	5.1	64	3.7	1,158	67.3	0	0.0
Fleming	1,099	272	24.7	105	9.6	71	6.5	651	59.2	0	0.0
George Brown	1,817	273	15.0	247	13.6	182	10.0	1,115	61.4	0	0.0
Georgian	784	264	33.7	15	1.9	44	5.6	461	58.8	0	0.0
Humber	2,045	226	11.1	25	1.2	67	3.3	1,727	84.4	0	0.0
La Cité	675	559	82.8	3	0.4	23	3.4	90	13.3	0	0.0
Lambton	446	184	41.3	41	9.2	5	1.1	216	48.4	0	0.0
Loyalist	468	126	26.9	71	15.2	35	7.5	236	50.4	0	0.0
Mohawk	1,596	109	6.8	45	2.8	14	0.9	1,427	89.4	1	0.1
Niagara	1,279	489	38.2	51	4.0	30	2.3	709	55.4	0	0.0
Northern	719	679	94.4	1	0.1	39	5.4	0	0.0	0	0.0
Sault	461	0	0.0	0	0.0	0	0.0	461	100.0	0	0.0
Seneca	1,960	562	28.7	27	1.4	54	2.8	1,317	67.2	0	0.0
Sheridan	2,487	288	11.6	71	2.9	10	0.4	2,118	85.2	0	0.0
St. Clair	1,223	232	19.0	28	2.3	25	2.0	938	76.7	0	0.0
St. Lawrence	729	178	24.4	85	11.7	50	6.9	416	57.1	0	0.0
All Colleges	28,623	8,396	29.3	1,893	6.6	1,293	4.5	16,989	59.4	52	0.2

*Unknown Courses by Type of Evaluation/Feedback Factor.

The sum of individual course types is not equal to the number of records.

Table 14.2: Courses by Type of Evaluation/Feedback Factor, Winter 2016

College	No. of Records	Essay/Project (0.030)		Routine/Assisted (0.015)		In-Process (0.0092)		Combined		Unknown*	
		#	%	#	%	#	#	#	%	#	%
Algonquin	1,856	902	48.6	341	18.4	138	7.4	475	25.6	0	0.0
Boréal	373	368	98.7	5	1.3	0	0	0	0.0	0	0.0
Cambrian	723	367	50.8	146	20.2	86	11.9	121	16.7	3	0.4
Canadore	502	165	32.9	35	7.0	16	3.2	286	57.0	0	0.0
Centennial	1,709	186	10.9	248	14.5	245	14.3	1,030	60.3	0	0.0
Conestoga	1,960	762	38.9	100	5.1	87	4.4	1,011	51.6	0	0.0
Confederation	526	41	7.8	9	1.7	31	5.9	445	84.6	0	0.0
Durham	1,331	640	48.1	85	6.4	13	1.0	551	41.4	42	3.2
Fanshawe	1,733	436	25.2	85	4.9	40	2.3	1,172	67.6	0	0.0
Fleming	1,116	300	26.9	68	6.1	65	5.8	683	61.2	0	0.0
George Brown	1,848	360	19.5	251	13.6	183	9.9	1,054	57.0	0	0.0
Georgian	842	321	38.1	16	1.9	26	3.1	479	56.9	0	0.0
Humber	2,002	255	12.7	25	1.2	98	4.9	1,624	81.1	0	0.0
La Cité	685	554	80.9	4	0.6	29	4.2	98	14.3	0	0.0
Lambton	413	211	51.1	37	9.0	8	1.9	157	38.0	0	0.0
Loyalist	471	134	28.5	57	12.1	37	7.9	243	51.6	0	0.0
Mohawk	1,610	129	8.0	52	3.2	13	0.8	1,414	87.8	2	0.1
Niagara	1,298	514	39.6	48	3.7	38	2.9	698	53.8	0	0.0
Northern	765	714	93.3	9	1.2	42	5.5	0	0.0	0	0.0
Sault	441	0	0.0	0	0.0	0	0.0	441	100.0	0	0.0
Seneca	2,006	576	28.7	26	1.3	66	3.3	1,338	66.7	0	0.0
Sheridan	2,537	264	10.4	78	3.1	18	0.7	2,177	85.8	0	0.0
St. Clair	1,252	301	24.0	15	1.2	24	1.9	912	72.8	0	0.0
St. Lawrence	793	204	25.7	100	12.6	64	8.1	423	53.3	2	0.3
All Colleges	28,792	8,704	30.2	1,840	6.4	1,367	4.7	16,832	58.5	49	0.2

*Unknown Courses by Type of Evaluation/Feedback Factor.

The sum of individual course types is not equal to the number of records.

Table 15.1: Most Frequently Used Combined Evaluation/Feedback Factors, Fall 2015

College	No. of Records	Average	Most Commonly Used Factor			Second Most Commonly Used Factor			Third Most Commonly Used Factor		
			Factor	Frequency	%	Factor	Frequency	%	Factor	Frequency	%
Algonquin	486	0.0218	0.0225	196	40.3	0.0200	133	27.4	0.0230	44	9.1
Boréal	-	-	-	-	-	-	-	-	-	-	-
Cambrian	145	0.0208	0.0225	36	24.8	0.0180	23	15.9	0.0220	16	11.0
Canadore	285	0.0225	0.0225	285	100.0	-	-	-	-	-	-
Centennial	1,009	0.0243	0.0240	288	28.5	0.0210	193	19.1	0.0279	52	5.2
Conestoga	989	0.0230	0.0225	178	18.0	0.0270	139	14.1	0.0196	86	8.7
Confederation	475	0.0210	0.0193	46	9.7	0.0213	45	9.5	0.0225	32	6.7
Durham	560	0.0233	0.0250	409	73.0	0.0200	47	8.4	0.0250	35	6.3
Fanshawe	1,158	0.0245	0.0270	176	15.2	0.0225	117	10.1	0.0240	105	9.1
Fleming	651	0.0235	0.0250	235	36.1	0.0245	163	25.0	0.0210	81	12.4
George Brown	1,115	0.0222	0.0225	300	26.9	0.0200	246	22.1	0.0240	172	15.4
Georgian	461	0.0245	0.0225	137	29.7	0.0248	77	16.7	0.0263	73	15.8
Humber	1,727	0.0232	0.0225	438	25.4	0.0255	262	15.2	0.0216	179	10.4
La Cité	90	0.0216	0.0225	71	78.9	0.0165	7	7.8	0.0258	7	7.8
Lambton	216	0.0240	0.0225	129	59.7	0.0255	49	22.7	0.0240	34	15.7
Loyalist	236	0.0247	0.0240	200	84.7	0.0270	9	3.8	0.0230	7	3.0
Mohawk	1,427	0.0227	0.0225	798	55.9	0.0255	483	33.8	0.0200	32	2.2
Niagara	709	0.0210	0.0225	40	5.6	0.0210	38	5.4	0.0195	33	4.7
Northern	-	-	-	-	-	-	-	-	-	-	-
Sault	461	0.0205	0.0225	31	6.7	0.0255	22	4.8	0.0136	15	3.3
Seneca	1,317	0.0255	0.0270	334	25.4	0.0255	242	18.4	0.0240	84	6.4
Sheridan	2,118	0.0212	0.0210	889	42.0	0.0196	598	28.2	0.0230	139	6.6
St. Clair	938	0.0225	0.0225	488	52.0	0.0250	229	24.4	0.0200	179	19.1
St. Lawrence	416	0.0402	0.0225	374	89.9	0.0480	8	1.9	0.0500	4	1.0

Note: Excludes eval_types: (E, R, I) and eval_factors: (0.030, 0.015, 0.0092).

Table 15.2: Most Frequently Used Combined Evaluation/Feedback Factors, Winter 2016

College	No. of Records	Average	Most Commonly Used Factor			Second Most Commonly Used Factor			Third Most Commonly Used Factor		
			Factor	Frequency	%	Factor	Frequency	%	Factor	Frequency	%
Algonquin	475	0.0225	0.0225	211	44.4	0.0200	110	23.2	0.0250	35	7.4
Boréal	-	-	-	-	-	-	-	-	-	-	-
Cambrian	121	0.0215	0.0225	35	28.9	0.0180	23	19.0	0.0240	16	13.2
Canadore	286	0.0225	0.0225	286	100.0	-	-	-	-	-	-
Centennial	1,030	0.0225	0.0240	277	26.9	0.0210	198	19.2	0.0225	62	6.0
Conestoga	1,011	0.0230	0.0225	219	21.7	0.0270	105	10.4	0.0196	92	9.1
Confederation	445	0.0210	0.0213	63	14.2	0.0193	46	10.3	0.0225	40	9.0
Durham	551	0.0225	0.0250	390	70.8	0.0225	58	10.5	0.0200	35	6.4
Fanshawe	1,172	0.0245	0.0270	229	19.5	0.0240	110	9.4	0.0225	107	9.1
Fleming	683	0.0243	0.0250	325	47.6	0.0210	97	14.2	0.0270	80	11.7
George Brown	1,054	0.0222	0.0225	293	27.8	0.0200	221	21.0	0.0240	161	15.3
Georgian	479	0.0245	0.0225	142	29.6	0.0263	84	17.5	0.0248	70	14.6
Humber	1,624	0.0232	0.0225	369	22.7	0.0255	282	17.4	0.0216	188	11.6
La Cité	98	0.0216	0.0225	85	86.7	0.0258	8	8.2	0.0165	2	2.0
Lambton	157	0.0240	0.0225	122	77.7	0.0255	19	12.1	0.0240	15	9.6
Loyalist	243	0.0247	0.0240	212	87.2	0.0270	11	4.5	0.0230	6	2.5
Mohawk	1,414	0.0247	0.0225	762	53.9	0.0255	445	31.5	0.0262	54	3.8
Niagara	698	0.0230	0.0225	50	7.2	0.0255	36	5.2	0.0210	34	4.9
Northern	-	-	-	-	-	-	-	-	-	-	-
Sault	441	0.0186	0.0225	19	4.3	0.0196	16	3.6	0.0136	14	3.2
Seneca	1,338	0.0255	0.0270	293	21.9	0.0255	268	20.0	0.0240	89	6.7
Sheridan	2,177	0.0212	0.0210	933	42.9	0.0196	585	26.9	0.0230	134	6.2
St. Clair	912	0.0225	0.0225	488	53.5	0.0250	196	21.5	0.0200	185	20.3
St. Lawrence	423	0.0309	0.0225	373	88.2	0.0263	7	1.7	0.0440	5	1.2

Note: Excludes eval_types: (E, R, I) and eval_factors: (0.030, 0.015, 0.0092).

Table 16: Class Size, 2015-16

College	Fall 2015				Winter 2016			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	1,879	1	200	34.9	1,856	5	200	32.5
Boréal	378	1	44	12.0	370	1	36	10.6
Cambrian	739	1	236	25.1	719	1	194	23.5
Canadore	492	2	235	28.0	500	1	197	25.2
Centennial	1,688	2	168	32.6	1,708	2	168	32.5
Conestoga	2,031	1	120	27.5	1,960	1	130	26.3
Confederation	544	1	74	25.6	526	1	78	24.4
Durham	1,339	5	145	34.9	1,317	5	128	34.3
Fanshawe	1,720	1	330	36.3	1,732	1	300	34.6
Fleming	1,048	1	249	38.2	1,065	1	264	35.5
George Brown	1,817	1	169	35.5	1,848	4	150	34.7
Georgian	784	2	103	31.5	842	2	70	30.1
Humber	2,045	1	200	37.1	2,002	1	150	36.1
La Cité	675	1	90	22.3	685	2	50	20.9
Lambton	446	2	90	27.5	413	5	76	26.3
Loyalist	468	4	110	26.9	471	4	135	26.8
Mohawk	1,593	1	205	45.8	1,605	4	202	43.5
Niagara	1,277	2	199	30.7	1,297	4	187	29.2
Northern	719	1	75	22.6	765	1	64	18.4
Sault	441	1	90	23.7	329	1	94	21.8
Seneca	1,946	1	123	28.8	1,986	1	113	27.9
Sheridan	2,453	3	155	26.4	2,523	4	151	25.8
St. Clair	1,223	1	117	27.7	1,252	1	108	26.0
St. Lawrence	729	1	80	32.2	791	1	128	30.3
All Colleges	28,474	1.0	330.0	29.7	28,562	1.0	300.0	28.2

Table 17: Course Preparations, 2015-16

College	Fall 2015				Winter 2016			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	498	1	7	2.3	489	1	5	2.4
Boréal	91	1	6	3.4	88	1	5	3.4
Cambrian	163	1	14	3.1	162	1	14	3.0
Canadore	107	1	7	3.2	103	1	7	3.4
Centennial	386	1	5	2.3	395	1	5	2.4
Conestoga	388	1	7	2.7	389	1	7	2.7
Confederation	129	1	6	3.2	122	1	6	3.2
Durham	295	1	8	2.7	293	1	8	2.7
Fanshawe	443	1	6	2.7	442	1	6	2.8
Fleming	162	1	6	2.6	165	1	7	3.0
George Brown	466	1	6	2.3	469	1	7	2.3
Georgian	197	1	6	2.4	217	1	7	2.6
Humber	543	1	7	2.2	542	1	8	2.2
La Cité	175	1	5	2.4	180	1	5	2.5
Lambton	111	1	8	2.6	106	1	8	2.6
Loyalist	107	1	6	3.4	107	1	6	3.5
Mohawk	319	1	7	2.6	317	1	7	2.7
Niagara	283	1	5	2.7	289	1	6	2.9
Northern	177	1	5	3.1	215	1	6	2.9
Sault	105	1	6	3.1	97	1	6	3.4
Seneca	484	1	5	2.1	493	1	6	2.2
Sheridan	477	1	6	2.4	494	1	8	2.4
St. Clair	256	1	7	2.8	254	1	6	2.9
St. Lawrence	175	1	7	2.9	180	1	8	3.1
All Colleges	6,537	1.0	14.0	2.7	6,608	1.0	14.0	2.8

Table 18: Course Sections, 2015-16

College	Fall 2015				Winter 2016			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	498	1	16	3.8	489	1	12	3.8
Boréal	91	1	7	3.8	88	1	5	3.6
Cambrian	163	1	16	3.7	162	1	16	3.6
Canadore	106	2	12	4.5	103	2	11	4.7
Centennial	386	1	13	4.4	395	1	15	4.4
Conestoga	388	1	10	3.7	388	1	9	3.7
Confederation	129	1	11	4.2	122	1	11	4.2
Durham	295	2	10	4.5	293	1	11	4.5
Fanshawe	443	1	14	3.9	442	1	11	3.9
Fleming	162	1	9	4.5	165	1	10	4.4
George Brown	452	1	9	3.3	444	1	9	3.2
Georgian	197	1	9	3.9	217	1	9	3.9
Humber	543	1	9	3.8	542	1	10	3.7
La Cité	175	1	7	3.9	180	1	7	3.8
Lambton	111	1	9	4.0	106	1	11	3.9
Loyalist	107	1	8	4.4	107	1	12	4.4
Mohawk	318	1	9	4.1	317	1	11	4.0
Niagara	283	1	12	4.8	289	1	12	4.8
Northern	177	1	8	4.1	215	1	7	3.6
Sault	105	1	8	4.4	97	1	9	4.5
Seneca	484	1	8	4.0	493	1	10	3.9
Sheridan	481	1	21	4.1	497	1	15	4.0
St. Clair	256	1	12	4.1	254	1	10	4.1
St. Lawrence	175	1	9	3.7	180	1	10	3.9
All Colleges	6,525	1.0	21.0	4.1	6,585	1.0	16.0	4.0

Table 19: Teaching Contact Hours, Days and Weeks per Academic Year, 2015-16

College	No. of Employees	Hours			Days			Weeks		
		Min	Max	Average	Min	Max	Average	Min	Max	Average
Algonquin	529	56	592	364.6	30	190	152.1	6	38	30.4
Boréal	92	42	576	378.3	75	205	156.5	15	41	31.3
Cambrian	170	89.4	699.2	406.6	74	224	152.1	15	48	30.7
Canadore	106	163.2	744.9	405	68	234	142.2	14	38	29.1
Centennial	415	21	700	384.9	15	206	150.7	3	42	30.8
Conestoga	418	90	760	395	60	195	152.3	12	39	30.6
Confederation	133	90	720	375.5	16	198	144.9	15	42	30.8
Durham	306	18	525	344.9	10	185	136	2	37	27.3
Fanshawe	454	54	684	384.2	20	190	168.5	4	38	33.7
Fleming	175	34.8	648	368.8	35	180	154.3	7	36	30.9
George Brown	491	28	774	346.8	35	225	156.1	7	45	31.2
Georgian	234	42	544	318.6	50	180	137.2	10	36	27.4
Humber	575	24	648	341.3	30	188	152.1	6	38	30.6
La Cité	185	60	608	363.9	50	190	151.7	10	38	30.4
Lambton	116	56	760	354.2	19	189	146.8	4	38	29.6
Loyalist	109	100	576	342.8	50	180	140.9	10	36	28.2
Mohawk	337	14	840	387.8	15	225	157.6	3	45	31.5
Niagara	298	6	623	371.5	5	185	156.1	1	38	32.1
Northern	76	162	666	400	75	185	156.6	15	37	31.3
Sault	110	45	648	363.5	29	228	138	6	46	27.8
Seneca	526	42	684	346.6	34	218	143.9	7	44	29.6
Sheridan	509	42	609	363.6	20	210	157.8	4	42	31.6
St. Clair	264	30	648	410	30	185	160.7	6	37	32.1
St. Lawrence	186	42	633	349.9	70	185	153	14	38	30.6
All Colleges	6,814	6.0	840	369.5	5.0	234.0	150.8	1.0	48.0	30.4

[Note: this table contains data values that fall outside the limits established in the collective agreement. The data values have not been clarified at the time of this report. While revised data would have had an impact on the minimum and maximum limits reported for these colleges, the revised data would not have had a significant impact on the system average.]

Table 20: Teaching Contact Hours per Academic Year, Excluding Coordinators 2015-16

College	No. of Records	Minimum	Maximum	Average
Algonquin	330	56	592	389.9
Boréal	56	105	576	403.4
Cambrian	106	89.4	699.2	422.2
Canadore	74	190.4	740	426.6
Centennial	305	21	700	418.6
Conestoga	296	90	760	423.2
Confederation	75	90	720	417
Durham	208	18	525	355.5
Fanshawe	314	54	684	418.6
Fleming	104	34.8	648	389.8
George Brown	324	28	774	357.9
Georgian	162	84	544	358.2
Humber	434	24	648	384.2
La Cité	106	109	608	417.7
Lambton	77	56	760	387.0
Loyalist	59	120	576	369.9
Mohawk	224	14	750	407.7
Niagara	206	35	623	388.4
Northern	63	162	666	406.1
Sault	75	45	586	366.7
Seneca	471	42	684	355.9
Sheridan	396	42	609	383.4
St. Clair	163	30	648	446.9
St. Lawrence	111	42	633	358.5
All Colleges	4,739	14.0	774.0	393.9

[Note: this table contains data values that fall outside the limits established in the collective agreement. The data values have not been clarified at the time of this report. While revised data would have had an impact on the minimum and maximum limits reported for these colleges, the revised data would not have had a significant impact on the system average.]