

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

**2018-2019
CAAT Academic
Workload Survey**

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

April 2020



Introduction

This 2018-19 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 2017-21 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 1 to 5, 2018 and February 4 to 8, 2019 – 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)

Four 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 employees 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 2018-19. CBIS was able to produce a comprehensive set of data that included academic workload information from all the colleges.

Thank you!

2018-19 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 8,125 full-time academic employees.

1.1 Employee Type (Table 2)

Of the 8,125 employees reported:

- 7,808 (96.1%) were classified as “Professors”
- 217 (2.7%) were classified as “Counsellors”
- 56 (0.7%) were classified as “Librarians”
- 44 (0.5%) were classified as “Instructors”

Colleges with 100% professors: Canadore, Loyalist & Northern.

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

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

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

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

Of the 8,125 employees reported:

Fall snapshot:

- 5,879 (72.4%) were classified as “Regular”
- 1,181 (14.5%) were classified as “Coordinator I”
- 1,063 (13.1%) were classified as “Coordinator II”
- 2 (0.0%) were classified as “Coordinator Other”

Winter snapshot:

- 5,879 (72.4%) were classified as “Regular”
- 1,179 (14.5%) were classified as “Coordinator I”
- 1,065 (13.1%) were classified as “Coordinator II”
- 2 (0.0%) were classified as “Coordinator Other”

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

Of the 8,125 employees reported:

- 7,207 (88.7%) were classified as “Non-probationary”
- 918 (11.3%) were classified as “Probationary”

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

Of the 8,125 employees reported:

Professors (7,808)

- 6,928 (88.7%) were classified as “Non-probationary”
- 880 (11.3%) were classified as “Probationary”

Counsellors (217)

- 192 (88.5%) were classified as “Non-probationary”
- 25 (11.5%) were classified as “Probationary”

Librarians (56)

- 53 (94.6%) were classified as “Non-probationary”
- 3 (5.4%) were classified as “Probationary”

Instructors (44)

- 34 (77.3%) were classified as “Non-probationary”
- 10 (22.7%) were classified as “Probationary”

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

Of the 8,125 employees reported:

- 7,289 (89.7%) had a SWF during the 2018-19 academic year
- 836 (10.3%) did not have a SWF at any time during the 2018-19 academic year

The reasons for No SWF are as follows:
(percentages are based on 836 employees)

- 311 (37.2%) were classified as “Non-SWF Class Definitions” (counsellors & librarians)
- 70 (8.4%) were on long-term disability
- 61 (7.3%) were on maternity/parental leave
- 59 (7.1%) were on professional development leave
- 41 (4.9%) were on project assignment
- 28 (3.3%) were on short-term disability
- 26 (3.1%) were on modified workload arrangements
- 18 (2.2%) were on leave of absence (with or without pay)
- 8 (1.0%) were on union business
- 2 (0.2%) were on vacation
- 1 (0.1%) was on prepaid leave
- 211 (25.2%) 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.

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

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:

6,975 records were used in the calculations

Winter snapshot:

7,028 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	12.4	12.4
Individual College Average (Low)	10.9 (Georgian)	10.9 (Georgian)
Individual College Average (High)	13.9 (Canadore)	14.3 (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	7.4	7.4
Individual College Average (Low)	6.4 (Fleming & George Brown)	6.1 (George Brown)
Individual College Average (High)	8.7 (Boréal)	8.4 (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	8.4	7.9
Individual College Average (Low)	4.4 (Boréal)	4.1 (Boréal)
Individual College Average (High)	11.2 (Mohawk)	11.0 (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	13.0	13.4
Individual College Average (Low)	10.4 (St. Clair)	10.6 (St. Clair)
Individual College Average (High)	16.6 (Northern)	16.8 (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	41.3	41.1
Individual College Average (Low)	38.8 (George Brown)	37.8 (George Brown)
Individual College Average (High)	43.6 (Northern)	42.9 (Boréal)

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	12.4	12.4
Preparation	7.4	7.4
Evaluation	8.4	7.9
Complementary Functions	13.0	13.4
Total Workload Hours	41.3	41.1

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 4,689 regular employees (excl. coord.) were used in the calculations

- minimum number of weekly TCHs: 1.0 (Centennial)
- maximum number of weekly TCHs: 31.0 (Mohawk)

Winter snapshot:

data for 4,762 regular employees (excl. coord.) were used in the calculations

- minimum number of weekly TCHs: 1.0 (Fanshawe, Northern & Seneca)
- maximum number of weekly TCHs: 60.0 (Mohawk)

TCHs Regular Employees Only (excl. coord.)	Fall	Winter
System Average	13.3	13.3
Individual College Average (Low)	12.3 (George Brown)	11.9 (Northern)
Individual College Average (High)	14.6 (Canadore)	15.1 (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 2,026 coordinator records were used in the calculations

- lowest number of weekly TCHs: 1.0 (Algonquin & Centennial)
- highest number of weekly TCHs: 27.0 (Mohawk)

Winter snapshot:

data for 2,012 coordinator records were used in the calculations

- lowest number of weekly TCHs: 1.0 (Algonquin)
- highest number of weekly TCHs: 71.0 (Mohawk)

TCHs Coordinators Only (excl. regular employees)	Fall	Winter
System Average	10.7	10.7
Individual College Average (Low)	6.8 (Humber)	6.9 (Humber)
Individual College Average (High)	12.8 (Cambrian)	12.5 (Canadore)

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.): 13.3
- system average number of TCHs for coordinators (excl. reg. employees): 10.7
- difference between these groups: 2.6 hours

Winter snapshot:

- system average number of TCHs for regular employees (excl. coord.): 13.3
- system average number of TCHs for coordinators (excl. reg. employees): 10.7
- difference between these groups: 2.6 hours

TCHs	System Average	
	Fall	Winter
Regular and Coord. (Section 2.1.1)	13.3	13.3
Regular Only (Section 2.2.1)	12.4	12.4
Coordinator Only (Section 2.2.2)	10.7	10.7

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:

6,975 records were used in the calculations

- two colleges reported data for other types of programs
- four 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: 14.6
- difference between these two types of programs: 1.9 hour

Winter snapshot:

7,028 records were used in the calculations

- two colleges 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: 12.5
- average number of TCHs in non-post-secondary programs: 14.6
- difference between these two types of programs: 2.1 hours

TCHs	Fall	Winter
Post-Secondary Programs		
System Average	12.7	12.5
Individual College Average (Low)	11.0 (Georgian)	10.0 (George Brown)
Individual College Average (High)	18.0 (Confederation)	18.0 (Confederation)
Non-Post-Secondary Programs		
System Average	14.6	14.6
Individual College Average (Low)	10.5 (Humber)	10.0 (La Cité)
Individual College Average (High)	20.0 Confederation)	20.0 (Confederation)
Other Type of Programs		
System Average (2 colleges/both snapshots)	11.4	12.6
Type of Programs Unknown		
System Average (4 colleges/Fall snapshot & 2 colleges/Winter snapshot)	11.7	11.4

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:

6,975 records were used in the calculations

- 246 (3.5%) records indicated “Non-classroom teaching”
- 4,381 (62.8%) records indicated “Classroom teaching”
- 2,348 (33.7%) records indicated “Not specified”

Winter snapshot:

7,028 records were used in the calculations

- 251 (3.6%) records indicated “Non-classroom teaching”
- 4,452 (63.3%) records indicated “Classroom teaching”
- 2,325 (33.1%) records indicated “Not specified”

2.4.2 Delivery Method (Table 10)

Fall snapshot:

246 records were used in the calculations

- 161 (65.4%) indicated a combination of “On-line course & class instruction” as the method of delivery
- 60 (24.4%) indicated “On-line course” as the method of delivery
- 25 (10.2%) indicated “Other” or “Unknown” as the method of delivery

Winter snapshot:

251 records were used in the calculations

- 158 (62.9%) indicated a combination of “On-line course & class instruction” as the method of delivery
- 62 (24.7%) indicated “On-line course” as the method of delivery
- 31 (12.4%) indicated “Other” or “Unknown” as the method of delivery

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

Fall snapshot:

246 records were used in the calculations

- 129 (52.4%) received additional evaluation/feedback hours only
- 55 (22.4%) received a combination of evaluation and complementary hours
- 9 (3.7%) received additional complementary hours only
- 53 (21.5%) indicated “Unknown”

Winter snapshot:

251 records were used in the calculations

- 115 (45.8%) received additional evaluation/feedback hours only
- 63 (25.1%) received a combination of evaluation and complementary hours
- 10 (4.0%) received additional complementary hours only
- 63 (25.1%) indicated “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:

6,835 records were included in the calculations

- lowest number of weekly student contact hours: 6.0 (Centennial & Humber)
- highest number of weekly student contact hours: 1,560.0 (Humber)

Winter snapshot:

6,813 records were included in the calculations

- lowest number of weekly student contact hours: 2.0 (Sheridan)
- highest number of weekly student contact hours: 2,318.0 (Northern)

Weekly Student Contact Hours	Fall	Winter
System Average	371.1	352.3
Individual College Average (Low)	146.1 (Boréal)	138.6 (Boréal)
Individual College Average (High)	634.1 (Northern)	636.7 (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:

29,730 records were analysed

- 15,969 (53.7%) were classified as “Established B” (0.60)
- 8,528 (28.7%) were classified as “Repeat B” (0.35)
- 3,565 (12.0%) were classified as “New” (1.1)
- 1,050 (3.5%) were classified as “Repeat A” (0.45)
- 271 (0.9%) were classified as “Established A” (0.85)
- 80 (0.3%) were classified as “Special A” (as per Collective Agreement)
- 59 (0.2%) were classified as “Special B” (as per Collective Agreement)
- 201 (0.7%) were classified as “Multiple”
- 7 (0.0%) were classified as “Unknown”

Winter snapshot:

29,920 records were analysed

- 16,892 (56.5%) were classified as “Established B” (0.60)
- 8,122 (27.1%) were classified as “Repeat B” (0.35)
- 3,279 (11.0%) were classified as “New” (1.1)
- 1,015 (3.4%) were classified as “Repeat A” (0.45)
- 236 (0.8%) were classified as “Established A” (0.85)
- 87 (0.3%) were classified as “Special B” (as per Collective Agreement)
- 68 (0.2%) were classified as “Special A” (as per Collective Agreement)
- 214 (0.7%) were classified as “Multiple”
- 7 (0.0%) 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:

29,730 records were analysed

- 18,363 (61.8%) were classified as “Combined”
- 7,938 (26.7%) were classified as “Essay/Project” (0.030)
- 1,950 (6.6%) were classified as “Routine/Assisted” (0.015)
- 1,476 (5.0%) were classified as “In-Process” (0.0092)
- 3 (0.0%) were classified as “Unknown”

Winter snapshot:

29,920 records were analysed

- 18,277 (61.1%) were classified as “Combined”
- 8,094 (27.1%) were classified as “Essay/Project” (0.030)
- 2,009 (6.7%) were classified as “Routine/Assisted” (0.015)
- 1,529 (5.1%) were classified as “In-Process” (0.0092)
- 11 (0.0%) 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:

17,731 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 (4,505 records or 25.4%)
- second most frequently used combined evaluation/feedback factor: 0.0210 (1,092 records or 6.2%)
- third most frequently used combined evaluation/feedback factor: 0.0255 (999 records or 5.6%)

Winter snapshot:

17,656 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 (4,288 records or 24.3%)
- second most frequently used combined evaluation/feedback factor: 0.0250 (1,082 records or 6.1%)
- third most frequently used combined evaluation/feedback factor: 0.0210 (995 records or 5.6%)

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:

29,512 records were analysed

- smallest reported class size: 1 (13 colleges)
- largest reported class size: 386 (Algonquin)

Winter snapshot:

29,634 records were analysed

- smallest reported class size: 1 (18 colleges)
- largest reported class size: 321 (Mohawk)

Class Size	Fall	Winter
System Average	29.7	28.0
Individual College Average (Low)	11.4 (Boréal)	11.2 (Boréal)
Individual College Average (High)	43.2 (Mohawk)	41.2 (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:

6,953 records were analysed

- lowest number of course preparations: 1.0 (24 colleges)
- highest number of course preparations: 17.0 (Cambrian)

Winter snapshot:

6,981 records were analysed

- lowest number of course preparations: 1.0 (24 colleges)
- highest number of course preparations: 13.0 (Cambrian)

Course Preparations	Fall	Winter
System Average	2.7	2.7
Individual College Average (Low)	2.1 (Seneca)	2.1 (Humber)
Individual College Average (High)	3.6 (Boréal)	3.4 (Boréal)

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:

6,918 records were analysed

- lowest number of course sections: 1.0 (24 colleges)
- highest number of course sections: 17.0 (Cambrian)

Winter snapshot:

6,956 records were analysed

- lowest number of course sections: 1.0 (23 colleges)
- highest number of course sections: 15.0 (Cambrian)

Course Sections	Fall	Winter
System Average	4.0	4.0
Individual College Average (Low)	3.4 (George Brown)	3.2 (George Brown)
Individual College Average (High)	4.6 (Canadore & Centennial)	4.8 (Canadore)

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)

7,294 yearly records were analysed

- lowest reported number of TCHs for the academic year: 14.0 (George Brown & Sault)
- highest reported number of TCHs for the academic year: 936.0 (Mohawk)

TCHs	Academic Year
System Average	365.5
Individual College Average (Low)	311.2 (Georgian)
Individual College Average (High)	413.8 (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)

7,294 yearly records were analysed

- lowest reported number of teaching contact days for the academic year: 5.0 (Durham & Sault)
- highest reported number of teaching contact days for the academic year: 235.0 (Algonquin & Northern)

Teaching Contact Days	Academic Year
System Average	151.6
Individual College Average (Low)	134.1 (Durham)
Individual College Average (High)	167.0 (Loyalist)

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)

7,294 yearly records were analysed

- lowest reported number of teaching contact weeks for the academic year: 1.0 (Durham & Sault)
- highest reported number of teaching contact weeks for the academic year: 49.0 (Sault)

Teaching Contact Weeks	Academic Year
System Average	30.7
Individual College Average (Low)	26.9 (Durham & La Cité)
Individual College Average (High)	34.8 (Loyalist)

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.

4,944 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: 390.2
- system average for the total number of TCHs for the academic year for all employees (regular and coord.): 365.5 (section 2.10.1 – 7,294 records)
- Difference: 24.7 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.

Table 1	Status of Employee Records
Table 2	Employee Type
Table 3.1	Employees by Position (Regular/Coordinator), Fall
Table 3.2	Employees by Position (Regular/Coordinator), Winter
Table 4	Service Status (Non-Probationary/Probationary)
Table 5.1	Employee Type and Service Status (Professors and Instructors)
Table 5.2	Employee Type and Service Status (Counsellors and Librarians)
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)
Table 6.3	Reason for No SWF (Other, SWF Non Available, Modified Workload Arrangement, Short-Term Disability)
Table 7	Workload by Function
Table 8.1	Teaching Contact Hours per Week, Excluding Coordinators
Table 8.2	Teaching Contact Hours per Week, Coordinators Only
Table 8.3	Average Teaching Contact Hours by Type of Program
Table 9.1	Non-Classroom Teaching, Fall
Table 9.2	Non-Classroom Teaching, Winter
Table 10	Delivery Method of Non-Classroom Teaching
Table 11	Recognition of Time Spent in Non-Classroom Teaching
Table 12	Student Contact Hours
Table 13.1	Courses by Type of Preparation Factor, Fall
Table 13.2	Courses by Type of Preparation Factor, Winter
Table 14.1	Courses by Type of Evaluation/Feedback Factor, Fall
Table 14.2	Courses by Type of Evaluation/Feedback Factor, Winter
Table 15.1	Most Frequently Used Combined Evaluation/Feedback Factors, Fall
Table 15.2	Most Frequently Used Combined Evaluation/Feedback Factors, Winter
Table 16	Class Size
Table 17	Course Preparations
Table 18	Course Sections
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, 2018-19

			Employees with at least one SWF		Employees with no SWF	
College	Sign-off Received	No. of Employees	#	%	#	%
Algonquin	No	595	537	90.3	58	9.7
Boréal	Yes	88	79	89.8	9	10.2
Cambrian	Yes	198	185	93.4	13	6.6
Canadore	Yes	99	98	99.0	1	1.0
Centennial	Yes	532	486	91.4	46	8.6
Conestoga	No	499	476	95.4	23	4.6
Confederation	No	162	140	86.4	22	13.6
Durham	Yes	363	317	87.3	46	12.7
Fanshawe	Yes	548	490	89.4	58	10.6
Fleming	Yes	236	185	78.4	51	21.6
George Brown	Yes	568	489	86.1	79	13.9
Georgian	Yes	292	262	89.7	30	10.3
Humber	Yes	635	612	96.4	23	3.6
La Cité	Yes	215	188	87.4	27	12.6
Lambton	No	130	121	93.1	9	6.9
Loyalist	Yes	114	110	96.5	4	3.5
Mohawk	Yes	454	346	76.2	108	23.8
Niagara	Yes	337	312	92.6	25	7.4
Northern	Yes	81	81	100.0	0	0.0
Sault	Yes	110	110	100.0	0	0.0
Seneca	No	724	634	87.6	90	12.4
Sheridan	Yes	627	541	86.3	86	13.7
St. Clair	Yes	302	292	96.7	10	3.3
St. Lawrence	Yes	216	198	91.7	18	8.3
All Colleges		8,125	7,289	89.7	836	10.3

Table 2: Employee Type, 2018-19									
College	No. of Employees	Professor		Counsellor		Librarian		Instructor	
		#	%	#	%	#	%	#	%
Algonquin	595	557	93.6	20	3.4	3	0.5	15	2.5
Boréal	88	84	95.5	4	4.5	0	0.0	0	0.0
Cambrian	198	192	97.0	3	1.5	1	0.5	2	1.0
Canadore	99	99	100.0	0	0.0	0	0.0	0	0.0
Centennial	532	501	94.2	23	4.3	8	1.5	0	0.0
Conestoga	499	483	96.8	9	1.8	0	0.0	7	1.4
Confederation	162	157	96.9	5	3.1	0	0.0	0	0.0
Durham	363	354	97.5	6	1.7	2	0.6	1	0.3
Fanshawe	548	531	96.9	14	2.6	3	0.5	0	0.0
Fleming	236	225	95.3	10	4.2	0	0.0	1	0.4
George Brown	568	535	94.2	24	4.2	7	1.2	2	0.4
Georgian	292	281	96.2	9	3.1	2	0.7	0	0.0
Humber	635	628	98.9	6	0.9	1	0.2	0	0.0
La Cité	215	204	94.9	10	4.7	1	0.5	0	0.0
Lambton	130	126	96.9	4	3.1	0	0.0	0	0.0
Loyalist	114	114	100.0	0	0.0	0	0.0	0	0.0
Mohawk	454	423	93.2	15	3.3	3	0.7	13	2.9
Niagara	337	330	97.9	7	2.1	0	0.0	0	0.0
Northern	81	81	100.0	0	0.0	0	0.0	0	0.0
Sault	110	109	99.1	0	0.0	0	0.0	1	0.9
Seneca	724	687	94.9	25	3.5	12	1.7	0	0.0
Sheridan	627	596	95.1	16	2.6	13	2.1	2	0.3
St. Clair	302	300	99.3	2	0.7	0	0.0	0	0.0
St. Lawrence	216	211	97.7	5	2.3	0	0.0	0	0.0
All Colleges	8,125	7,808	96.1	217	2.7	56	0.7	44	0.5

Table 3.1: Employees by Position (Regular/Coordinator), Fall 2018									
College	No. of Employees	Regular		Coordinator I		Coordinator II		Coordinator Other	
		#	%	#	%	#	%	#	%
Algonquin	595	417	70.1	131	22.0	47	7.9	0	0.0
Boréal	88	50	56.8	33	37.5	5	5.7	0	0.0
Cambrian	198	133	67.2	24	12.1	41	20.7	0	0.0
Canadore	99	68	68.7	29	29.3	0	0.0	2	2.0
Centennial	532	390	73.3	37	7.0	105	19.7	0	0.0
Conestoga	499	356	71.3	137	27.5	6	1.2	0	0.0
Confederation	162	100	61.7	30	18.5	32	19.8	0	0.0
Durham	363	255	70.2	34	9.4	74	20.4	0	0.0
Fanshawe	548	382	69.7	107	19.5	59	10.8	0	0.0
Fleming	236	158	66.9	73	30.9	5	2.1	0	0.0
George Brown	568	406	71.5	154	27.1	8	1.4	0	0.0
Georgian	292	222	76.0	1	0.3	69	23.6	0	0.0
Humber	635	489	77.0	0	0.0	146	23.0	0	0.0
La Cité	215	150	69.8	56	26.0	9	4.2	0	0.0
Lambton	130	86	66.2	25	19.2	19	14.6	0	0.0
Loyalist	114	65	57.0	23	20.2	26	22.8	0	0.0
Mohawk	454	333	73.3	59	13.0	62	13.7	0	0.0
Niagara	337	252	74.8	7	2.1	78	23.1	0	0.0
Northern	81	73	90.1	6	7.4	2	2.5	0	0.0
Sault	110	69	62.7	22	20.0	19	17.3	0	0.0
Seneca	724	569	78.6	73	10.1	82	11.3	0	0.0
Sheridan	627	535	85.3	34	5.4	58	9.3	0	0.0
St. Clair	302	190	62.9	2	0.7	110	36.4	0	0.0
St. Lawrence	216	131	60.6	84	38.9	1	0.5	0	0.0
All Colleges	8,125	5,879	72.4	1,181	14.5	1,063	13.1	2	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 2019									
College	No. of Employees	Regular		Coordinator I		Coordinator II		Coordinator Other	
		#	%	#	%	#	%	#	%
Algonquin	595	421	70.8	131	22.0	43	7.2	0	0.0
Boréal	88	50	56.8	33	37.5	5	5.7	0	0.0
Cambrian	198	132	66.7	27	13.6	39	19.7	0	0.0
Canadore	99	67	67.7	30	30.3	0	0.0	2	2.0
Centennial	532	390	73.3	37	7.0	105	19.7	0	0.0
Conestoga	499	350	70.1	143	28.7	6	1.2	0	0.0
Confederation	162	101	62.3	28	17.3	33	20.4	0	0.0
Durham	363	256	70.5	32	8.8	75	20.7	0	0.0
Fanshawe	548	379	69.2	110	20.1	59	10.8	0	0.0
Fleming	236	158	66.9	75	31.8	3	1.3	0	0.0
George Brown	568	402	70.8	158	27.8	8	1.4	0	0.0
Georgian	292	224	76.7	0	0.0	68	23.3	0	0.0
Humber	635	488	76.9	0	0.0	147	23.1	0	0.0
La Cité	215	148	68.8	57	26.5	10	4.7	0	0.0
Lambton	130	85	65.4	25	19.2	20	15.4	0	0.0
Loyalist	114	59	51.8	18	15.8	37	32.5	0	0.0
Mohawk	454	334	73.6	60	13.2	60	13.2	0	0.0
Niagara	337	253	75.1	5	1.5	79	23.4	0	0.0
Northern	81	73	90.1	6	7.4	2	2.5	0	0.0
Sault	110	69	62.7	22	20.0	19	17.3	0	0.0
Seneca	724	566	78.2	75	10.4	83	11.5	0	0.0
Sheridan	627	546	87.1	28	4.5	53	8.5	0	0.0
St. Clair	302	197	65.2	1	0.3	104	34.4	0	0.0
St. Lawrence	216	131	60.6	78	36.1	7	3.2	0	0.0
All Colleges	8,125	5,879	72.4	1,179	14.5	1,065	13.1	2	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), 2018-19

College	No. of Employees	Non-Probationary		Probationary	
		#	%	#	%
Algonquin	595	541	90.9	54	9.1
Boréal	88	80	90.9	8	9.1
Cambrian	198	182	91.9	16	8.1
Canadore	99	91	91.9	8	8.1
Centennial	532	440	82.7	92	17.3
Conestoga	499	434	87.0	65	13.0
Confederation	162	138	85.2	24	14.8
Durham	363	335	92.3	28	7.7
Fanshawe	548	502	91.6	46	8.4
Fleming	236	183	77.5	53	22.5
George Brown	568	532	93.7	36	6.3
Georgian	292	259	88.7	33	11.3
Humber	635	576	90.7	59	9.3
La Cité	215	194	90.2	21	9.8
Lambton	130	114	87.7	16	12.3
Loyalist	114	104	91.2	10	8.8
Mohawk	454	368	81.1	86	18.9
Niagara	337	308	91.4	29	8.6
Northern	81	70	86.4	11	13.6
Sault	110	102	92.7	8	7.3
Seneca	724	691	95.4	33	4.6
Sheridan	627	512	81.7	115	18.3
St. Clair	302	265	87.7	37	12.3
St. Lawrence	216	186	86.1	30	13.9
All Colleges	8,125	7,207	88.7	918	11.3

Table 5.1: Employee Type and Service Status (Professors and Instructors), 2018-19

		Professor				Instructor			
		Non-Probationary		Probationary		Non-Probationary		Probationary	
College	No. of Employees	#	%	#	%	#	%	#	%
Algonquin	595	511	91.7	46	8.3	10	66.7	5	33.3
Boréal	88	76	90.5	8	9.5	0	0.0	0	0.0
Cambrian	198	178	92.7	14	7.3	2	100.0	0	0.0
Canadore	99	91	91.9	8	8.1	0	0.0	0	0.0
Centennial	532	417	83.2	84	16.8	0	0.0	0	0.0
Conestoga	499	419	86.7	64	13.3	6	85.7	1	14.3
Confederation	162	134	85.4	23	14.6	0	0.0	0	0.0
Durham	363	326	92.1	28	7.9	1	100.0	0	0.0
Fanshawe	548	486	91.5	45	8.5	0	0.0	0	0.0
Fleming	236	173	76.9	52	23.1	0	0.0	1	100.0
George Brown	568	501	93.6	34	6.4	2	100.0	0	0.0
Georgian	292	251	89.3	30	10.7	0	0.0	0	0.0
Humber	635	569	90.6	59	9.4	0	0.0	0	0.0
La Cité	215	183	89.7	21	10.3	0	0.0	0	0.0
Lambton	130	110	87.3	16	12.7	0	0.0	0	0.0
Loyalist	114	104	91.2	10	8.8	0	0.0	0	0.0
Mohawk	454	344	81.3	79	18.7	10	76.9	3	23.1
Niagara	337	301	91.2	29	8.8	0	0.0	0	0.0
Northern	81	70	86.4	11	13.6	0	0.0	0	0.0
Sault	110	101	92.7	8	7.3	1	100.0	0	0.0
Seneca	724	655	95.3	32	4.7	0	0.0	0	0.0
Sheridan	627	483	81.0	113	19.0	2	100.0	0	0.0
St. Clair	302	263	87.7	37	12.3	0	0.0	0	0.0
St. Lawrence	216	182	86.3	29	13.7	0	0.0	0	0.0
All Colleges	8,125	6,928	88.7	880	11.3	34	77.3	10	22.7

		Counsellor				Librarian			
		Non-Probationary		Probationary		Non-Probationary		Probationary	
College	No. of Employees	#	%	#	%	#	%	#	%
Algonquin	595	17	85.0	3	15.0	3	100.0	0	0.0
Boréal	88	4	100.0	0	0.0	0	0.0	0	0.0
Cambrian	198	1	33.3	2	66.7	1	100.0	0	0.0
Canadore	99	0	0.0	0	0.0	0	0.0	0	0.0
Centennial	532	18	78.3	5	21.7	5	62.5	3	37.5
Conestoga	499	9	100.0	0	0.0	0	0.0	0	0.0
Confederation	162	4	80.0	1	20.0	0	0.0	0	0.0
Durham	363	6	100.0	0	0.0	2	100.0	0	0.0
Fanshawe	548	13	92.9	1	7.1	3	100.0	0	0.0
Fleming	236	10	100.0	0	0.0	0	0.0	0	0.0
George Brown	568	22	91.7	2	8.3	7	100.0	0	0.0
Georgian	292	6	66.7	3	33.3	2	100.0	0	0.0
Humber	635	6	100.0	0	0.0	1	100.0	0	0.0
La Cité	215	10	100.0	0	0.0	1	100.0	0	0.0
Lambton	130	4	100.0	0	0.0	0	0.0	0	0.0
Loyalist	114	0	0.0	0	0.0	0	0.0	0	0.0
Mohawk	454	11	73.3	4	26.7	3	100.0	0	0.0
Niagara	337	7	100.0	0	0.0	0	0.0	0	0.0
Northern	81	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	724	24	96.0	1	4.0	12	100.0	0	0.0
Sheridan	627	14	87.5	2	12.5	13	100.0	0	0.0
St. Clair	302	2	100.0	0	0.0	0	0.0	0	0.0
St. Lawrence	216	4	80.0	1	20.0	0	0.0	0	0.0
All Colleges	8,125	192	88.5	25	11.5	53	94.6	3	5.4

Table 6.1: Reason for No SWF (PD Leave, Leave of Absence (with or without pay), Maternity/Parental Leave, Prepaid Leave), 2018-19

College	No. of Records	Professional Development		Leave of Absence (with or without pay)		Maternity/Parental Leave		Prepaid Leave	
		#	%	#	%	#	%	#	%
Algonquin	58	8	13.8	3	5.2	1	1.7	0	0.0
Boréal	9	0	0.0	0	0.0	0	0.0	0	0.0
Cambrian	13	1	7.7	0	0.0	2	15.4	0	0.0
Canadore	1	1	100.0	0	0.0	0	0.0	0	0.0
Centennial	46	1	2.2	1	2.2	5	10.9	0	0.0
Conestoga	23	1	4.3	1	4.3	4	17.4	0	0.0
Confederation	22	1	4.5	0	0.0	4	18.2	0	0.0
Durham	46	0	0.0	1	2.2	6	13.0	0	0.0
Fanshawe	58	8	13.8	2	3.4	7	12.1	0	0.0
Fleming	51	3	5.9	2	3.9	1	2.0	0	0.0
George Brown	79	8	10.1	1	1.3	4	5.1	0	0.0
Georgian	30	5	16.7	2	6.7	1	3.3	0	0.0
Humber	23	6	26.1	1	4.3	3	13.0	0	0.0
La Cité	27	3	11.1	2	7.4	0	0.0	0	0.0
Lambton	9	1	11.1	1	11.1	2	22.2	0	0.0
Loyalist	4	0	0.0	0	0.0	1	25.0	0	0.0
Mohawk	108	3	2.8	0	0.0	3	2.8	0	0.0
Niagara	25	2	8.0	0	0.0	3	12.0	1	4.0
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	90	3	3.3	0	0.0	3	3.3	0	0.0
Sheridan	86	0	0.0	1	1.2	7	8.1	0	0.0
St. Clair	10	1	10.0	0	0.0	1	10.0	0	0.0
St. Lawrence	18	3	16.7	0	0.0	3	16.7	0	0.0
All Colleges	836	59	7.1	18	2.2	61	7.3	1	0.1

Table 6.2: Reason for No SWF (LTD, Union Business, Vacation, Project Assignment, Non-SWF Class Definitions) 2018-19

College	No. of Records	LTD		Union Business		Vacation		Project Assignment		No-SWF Class Definitions (Couns. & Librarians)	
		#	%	#	%	#	%	#	%	#	%
Algonquin	58	3	5.2	3	5.2	1	1.7	10	17.2	23	39.7
Boréal	9	1	11.1	0	0.0	0	0.0	1	11.1	5	55.6
Cambrian	13	1	7.7	0	0.0	0	0.0	0	0.0	4	30.8
Canadore	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Centennial	46	8	17.4	3	6.5	0	0.0	0	0.0	24	52.2
Conestoga	23	1	4.3	0	0.0	0	0.0	0	0.0	9	39.1
Confederation	22	1	4.5	0	0.0	0	0.0	2	9.1	5	22.7
Durham	46	1	2.2	0	0.0	0	0.0	0	0.0	0	0.0
Fanshawe	58	2	3.4	0	0.0	0	0.0	3	5.2	22	37.9
Fleming	51	2	3.9	0	0.0	0	0.0	0	0.0	10	19.6
George Brown	79	9	11.4	1	1.3	0	0.0	8	10.1	35	44.3
Georgian	30	2	6.7	0	0.0	1	3.3	1	3.3	11	36.7
Humber	23	2	8.7	0	0.0	0	0.0	0	0.0	7	30.4
La Cité	27	10	37.0	0	0.0	0	0.0	1	3.7	10	37.0
Lambton	9	0	0.0	0	0.0	0	0.0	1	11.1	4	44.4
Loyalist	4	0	0.0	0	0.0	0	0.0	1	25.0	2	50.0
Mohawk	108	3	2.8	1	0.9	0	0.0	1	0.9	62	57.4
Niagara	25	8	32.0	0	0.0	0	0.0	0	0.0	7	28.0
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	90	9	10.0	0	0.0	0	0.0	1	1.1	37	41.1
Sheridan	86	2	2.3	0	0.0	0	0.0	9	10.5	28	32.6
St. Clair	10	2	20.0	0	0.0	0	0.0	2	20.0	1	10.0
St. Lawrence	18	3	16.7	0	0.0	0	0.0	0	0.0	5	27.8
All Colleges	836	70	8.4	8	1.0	2	0.2	41	4.9	311	37.2

Table 6.3: Reason for No SWF (Other, SWF N/A, Modified Workload Arrangement, Short-Term Disability), 2018-19

College	No. of Records	Other		SWF N/A		MWA		STD	
		#	%	#	%	#	%	#	%
Algonquin	58	0	0.0	0	0.0	0	0.0	6	10.3
Boréal	9	2	22.2	0	0.0	0	0.0	0	0.0
Cambrian	13	3	23.1	0	0.0	0	0.0	2	15.4
Canadore	1	0	0.0	0	0.0	0	0.0	0	0.0
Centennial	46	1	2.2	0	0.0	0	0.0	3	6.5
Conestoga	23	0	0.0	0	0.0	7	30.4	0	0.0
Confederation	22	0	0.0	0	0.0	8	36.4	1	4.5
Durham	46	38	82.6	0	0.0	0	0.0	0	0.0
Fanshawe	58	8	13.8	4	6.9	2	3.4	0	0.0
Fleming	51	17	33.3	6	11.8	8	15.7	2	3.9
George Brown	79	11	13.9	0	0.0	0	0.0	2	2.5
Georgian	30	6	20.0	0	0.0	0	0.0	1	3.3
Humber	23	0	0.0	0	0.0	0	0.0	4	17.4
La Cité	27	0	0.0	0	0.0	0	0.0	1	3.7
Lambton	9	0	0.0	0	0.0	0	0.0	0	0.0
Loyalist	4	0	0.0	0	0.0	0	0.0	0	0.0
Mohawk	108	34	31.5	0	0.0	0	0.0	1	0.9
Niagara	25	2	8.0	0	0.0	0	0.0	2	8.0
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	90	36	40.0	0	0.0	0	0.0	1	1.1
Sheridan	86	39	45.3	0	0.0	0	0.0	0	0.0
St. Clair	10	3	30.0	0	0.0	0	0.0	0	0.0
St. Lawrence	18	1	5.6	0	0.0	1	5.6	2	11.1
All Colleges	836	201	24.0	10	1.2	26	3.1	28	3.3

Table 7: Workload by Function (Average Hours per Week), 2018-19

College	Fall 2018						Winter 2019					
	No. of Records	Teaching Contact	Prep	Eval	Comp Functions	Total Wkload	No. of Records	Teaching Contact	Prep	Eval	Comp Functions	Total Wkload
Algonquin	494	12.1	7.1	9.2	12.1	40.5	495	12.1	7	8.6	12.7	40.3
Boréal	77	12.9	8.7	4.4	16.1	42.9	78	12.6	8.3	4.1	16.8	42.9
Cambrian	170	13.5	7.9	7.9	12.3	41.6	176	13.4	7.9	7.2	12.9	41.3
Canadore	99	13.9	8.5	8.2	11.9	42.5	97	14.3	8.4	8.2	11.8	42.7
Centennial	444	12.6	7.3	8.7	13.6	42.2	463	12.5	7.2	8.3	14.1	42.1
Conestoga	429	12.8	7.9	7.5	11.4	39.7	436	12.9	7.8	7.2	11.8	39.7
Confederation	133	13	7.9	7.2	13.8	42.1	133	12.6	7.8	7	14.2	42
Durham	306	12.4	7.1	10.8	11.5	41.8	298	12.5	7	10.8	12	42.4
Fanshawe	479	11.7	7.2	9.4	13.5	41.9	485	11.8	7.2	8.8	14.4	42.3
Fleming	181	11.4	6.4	9.3	13.7	40.9	174	11.2	6.4	8.5	14.2	40.4
George Brown	470	11.6	6.4	8.2	12.6	38.8	462	11.4	6.1	7.7	12.6	37.8
Georgian	218	10.9	6.5	9	14.9	41.4	239	10.9	6.6	8.3	15.1	41
Humber	586	11.5	6.7	9.5	13.7	41.4	574	11.5	6.5	9.1	14.2	41.3
La Cité	174	12.8	7.6	7.8	12.8	41.2	173	12.7	7.5	6.9	13.4	40.7
Lambton	116	12.4	7.5	8.2	12	40.1	115	12.4	7.7	7.5	13.2	40.7
Loyalist	106	12.3	7.4	6.8	14.5	41.1	104	12.1	7.4	7	15.1	41.7
Mohawk	323	12.2	7	11.2	11.8	42.4	320	12.7	7.4	11	11.6	42.8
Niagara	296	12.8	7.5	9.3	11.5	41.1	297	13.2	7.7	9.3	10.9	41
Northern	183	12.4	7.9	6.7	16.6	43.6	235	11.9	7.6	5.5	16.6	41.6
Sault	103	12.9	7.8	7.2	12.3	40.5	100	13.2	8.1	5	12.1	38.8
Seneca	611	12.3	7	8.7	12.2	40.2	597	12.3	7	8.5	12.4	40.2
Sheridan	511	12	6.9	7.5	14.1	40.5	513	11.9	6.8	7.5	14.5	40.7
St. Clair	279	13.1	7.7	9.3	10.4	40.6	278	13.1	8	8.3	10.6	40
St. Lawrence	187	11.7	7.4	9.3	13.8	42.2	186	11.9	7.5	8.3	14.1	41.7
All Colleges	6,975	12.4	7.4	8.4	13.0	41.3	7,028	12.4	7.4	7.9	13.4	41.1

Table 8.1: Teaching Contact Hours per Week (Excluding Coordinators), 2018-19								
College	Fall 2018				Winter 2019			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	309	2	19	13.2	315	2	21	13.2
Boréal	39	8	20	13.7	40	3	19	13.7
Cambrian	101	3	20	14.4	105	3	20	14.2
Canadore	65	7	20	14.6	63	6	21	15.1
Centennial	314	1	19	13.7	327	3	19	13.5
Conestoga	278	2	20	13.8	284	3	20	13.9
Confederation	73	6	20	14.3	74	3	20	13.7
Durham	196	3	18	12.7	193	3	18	13
Fanshawe	324	2	19	12.8	326	1	19	12.9
Fleming	103	3	19	12.6	103	2	18	12.3
George Brown	308	3	20	12.3	293	2	20	12.3
Georgian	149	4	21	12.5	172	3	18	12.4
Humber	436	3	19	13.1	422	3	20	13
La Cité	102	3	18	14	101	3	19	14.1
Lambton	71	4	19	13.5	69	2	19	13.3
Loyalist	48	7	18	13.6	45	4	18	13.7
Mohawk	203	3	31	13.2	207	3	60	13.4
Niagara	214	2	18	13.4	213	5	18	13.7
Northern	165	3	19	12.6	214	1	23	11.9
Sault	63	8	18	13.6	63	6	19	13.8
Seneca	452	2	18	13.1	448	1	18	13.2
Sheridan	403	6	19	12.5	409	2	19	12.4
St. Clair	172	4	19	14.5	175	2	19	14.2
St. Lawrence	101	3	20	12.6	101	3	19	12.4
All Colleges	4,689	1.0	31.0	13.3	4,762	1.0	60.0	13.3

[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), 2018-19

College	Fall 2018				Winter 2019			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	156	1	16	10.2	156	1	18	9.9
Boréal	38	3	17	12.1	37	3	18	11.9
Cambrian	54	3	18	12.8	57	3	17	12.1
Canadore	30	3	18	12.3	30	3	17	12.5
Centennial	130	1	18	10	136	3	18	10
Conestoga	130	3	17	10.9	130	2	18	10.9
Confederation	58	5	18	11.6	57	4	18	11.3
Durham	104	3	18	11.8	102	3	18	11.6
Fanshawe	145	3	18	9.5	145	2	20	9.6
Fleming	70	2	15	9.9	67	3	15	9.6
George Brown	150	2	19	10.2	146	3	18	10.3
Georgian	58	3	16	7.9	57	3	13	7.4
Humber	134	2	17	6.8	133	3	16	6.9
La Cité	58	3	16	10.9	58	3	18	10.8
Lambton	41	3	17	10.7	41	3.5	18	10.9
Loyalist	43	3	15	11.2	42	2	17	11
Mohawk	104	3	27	11.1	106	1.5	71	11.6
Niagara	81	3	18	11.1	84	7	18	11.8
Northern	16	8	16	11.9	19	6	18	12.4
Sault	40	6	18	11.8	37	7	17	12.2
Seneca	147	3	16	9.9	139	4	16	9.8
Sheridan	63	3	16	10.5	62	3	17	10.4
St. Clair	100	2	18	10.8	98	2	18	11
St. Lawrence	76	2	18	10.8	73	3	19	11.2
All Colleges	2,026	1.0	27.0	10.7	2,012	1.0	71.0	10.7

[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, 2018-19

College	No. of Records	Fall 2018							
		Post-Secondary		Non-Post-Secondary		Other		Unknown*	
		#	Hours	#	Hours	#	Hours	#	Hours
Algonquin	494	454	11.9	40	15.2				
Boréal	77	76	12.9	1	16				
Cambrian	170	170	13.5						
Canadore	99	98	13.9					1	12.5
Centennial	444	439	12.6	5	15.4				
Conestoga	429	422	12.8	7	14.4				
Confederation	133	7	18	1	20	124	12.7	1	0
Durham	306	305	12.4	1	13				
Fanshawe	479	479	11.7						
Fleming	181	177	11.4	4	14				
George Brown	470	1	14	1	18			468	11.6
Georgian	218	216	11	1		1	10		
Humber	586	584	11.5	2	10.5				
La Cité	174	172	12.8	2	13				
Lambton	116	111	12.3	5	16.6				
Loyalist	106	106	12.3						
Mohawk	323	323	12.2						
Niagara	296	291	12.7	5	13.4				
Northern	183	183	12.4						
Sault	103	100	13					3	11
Seneca	611	594	12.2	17	13				
Sheridan	511	511	12						
St. Clair	279	276	13.1	3	12				
St. Lawrence	187	184	11.7	3	14				
All Colleges	6,975	6,279	12.7	98	14.6	125	11.4	473	11.7

*Unknown Type of Program.

Table 8.3: Average Teaching Contact Hours by Type of Program, 2018-19

College	No. of Records	Winter 2019							
		Post-Secondary		Non-Post-Secondary		Other		Unknown*	
		#	Hours	#	Hours	#	Hours	#	Hours
Algonquin	495	455	11.7	40	15.8				
Boréal	78	78	12.6						
Cambrian	176	176	13.4						
Canadore	97	97	14.3						
Centennial	463	458	12.5	5	16				
Conestoga	436	429	12.8	7	14.9				
Confederation	133	8	18	4	20	120	12.1	1	0
Durham	298	297	12.5	1	13				
Fanshawe	485	485	11.8						
Fleming	174	170	11.1	4	14.2				
George Brown	462	1	10	1	18			460	11.4
Georgian	239	237	11	1		1	13		
Humber	574	572	11.5	2	13				
La Cité	173	172	12.8	1	10				
Lambton	115	111	12.3	4	15				
Loyalist	104	104	12.1						
Mohawk	320	320	12.7						
Niagara	297	292	13.2	5	13.4				
Northern	235	235	11.9						
Sault	100	99	13.3	1	11				
Seneca	597	582	12.3	15	13.6				
Sheridan	513	513	11.9						
St. Clair	278	276	13.1	2	15				
St. Lawrence	186	183	11.8	3	16.3				
All Colleges	7,028	6,350	12.5	96	14.6	121	12.6	461	11.4

*Unknown Type of Program.

Table 9.1: Non-Classroom Teaching, Fall 2018

College	No. of Records	Non-Classroom Teaching		Classroom Teaching		Not Specified	
		#	%	#	%	#	%
Algonquin	494	0	0.0	494	100.0	0	0.0
Boréal	77	0	0.0	77	100.0	0	0.0
Cambrian	170	0	0.0	170	100.0	0	0.0
Canadore	99	0	0.0	99	100.0	0	0.0
Centennial	444	24	5.4	420	94.6	0	0.0
Conestoga	429	0	0.0	0	0.0	429	100.0
Confederation	133	0	0.0	0	0.0	133	100.0
Durham	306	0	0.0	0	0.0	306	100.0
Fanshawe	479	0	0.0	479	100.0	0	0.0
Fleming	181	32	17.7	149	82.3	0	0.0
George Brown	470	0	0.0	0	0.0	470	100.0
Georgian	218	29	13.3	189	86.7	0	0.0
Humber	586	0	0.0	586	100.0	0	0.0
La Cité	174	0	0.0	174	100.0	0	0.0
Lambton	116	25	21.6	91	78.4	0	0.0
Loyalist	106	0	0.0	106	100.0	0	0.0
Mohawk	323	1	0.3	322	99.7	0	0.0
Niagara	296	0	0.0	0	0.0	296	100.0
Northern	183	0	0.0	183	100.0	0	0.0
Sault	103	0	0.0	0	0.0	103	100.0
Seneca	611	0	0.0	0	0.0	611	100.0
Sheridan	511	129	25.2	382	74.8	0	0.0
St. Clair	279	6	2.2	273	97.8	0	0.0
St. Lawrence	187	0	0.0	187	100.0	0	0.0
All Colleges	6,975	246	3.5	4,381	62.8	2,348	33.7

Table 9.2: Non-Classroom Teaching, Winter 2019

College	No. of Records	Non-Classroom Teaching		Classroom Teaching		Not Specified	
		#	%	#	%	#	%
Algonquin	495	0	0.0	495	100.0	0	0.0
Boréal	78	0	0.0	78	100.0	0	0.0
Cambrian	176	0	0.0	176	100.0	0	0.0
Canadore	97	0	0.0	97	100.0	0	0.0
Centennial	463	32	6.9	431	93.1	0	0.0
Conestoga	436	0	0.0	0	0.0	436	100.0
Confederation	133	0	0.0	0	0.0	133	100.0
Durham	298	0	0.0	0	0.0	298	100.0
Fanshawe	485	0	0.0	485	100.0	0	0.0
Fleming	174	41	23.6	133	76.4	0	0.0
George Brown	462	0	0.0	0	0.0	462	100.0
Georgian	239	31	13.0	208	87.0	0	0.0
Humber	574	0	0.0	574	100.0	0	0.0
La Cité	173	0	0.0	172	99.4	1	0.6
Lambton	115	23	20.0	92	80.0	0	0.0
Loyalist	104	0	0.0	104	100.0	0	0.0
Mohawk	320	4	1.2	316	98.8	0	0.0
Niagara	297	0	0.0	0	0.0	297	100.0
Northern	235	0	0.0	235	100.0	0	0.0
Sault	100	0	0.0	0	0.0	100	100.0
Seneca	597	0	0.0	0	0.0	597	100.0
Sheridan	513	115	22.4	398	77.6	0	0.0
St. Clair	278	5	1.8	273	98.2	0	0.0
St. Lawrence	186	0	0.0	185	99.5	1	0.5
All Colleges	7,028	251	3.6	4,452	63.3	2,325	33.1

Table 10: Delivery Method of Non-Classroom Teaching, 2018-19

College	Fall 2018											Winter 2019										
	No. of Records	On-line Course		Paper-based Course		Combination		Other		Unknown*		No. of Records	On-line Course		Paper-based Course		Combination		Other		Unknown*	
		#	%	#	%	#	%	#	%	#	%		#	%	#	%	#	%	#	%	#	%
Centennial	24	2	8.3	0	0.0	11	45.8	4	16.7	7	29.2	32	1	3.1	0	0.0	18	56.2	7	21.9	6	18.8
Fleming	32	11	34.4	0	0.0	14	43.8	7	21.9	0	0.0	41	15	36.6	0	0.0	17	41.5	9	22.0	0	0.0
Georgian	29	26	89.7	0	0.0	3	10.3	0	0.0	0	0.0	31	29	93.5	0	0.0	2	6.5	0	0.0	0	0.0
Lambton	25	4	16.0	0	0.0	21	84.0	0	0.0	0	0.0	23	3	13.0	0	0.0	20	87.0	0	0.0	0	0.0
Mohawk	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	4	0	0.0	0	0.0	0	0.0	0	0.0	4	100.0
Sheridan	129	17	13.2	0	0.0	112	86.8	0	0.0	0	0.0	115	14	12.2	0	0.0	101	87.8	0	0.0	0	0.0
St. Clair	6	0	0.0	0	0.0	0	0.0	6	100.0	0	0.0	5	0	0.0	0	0.0	0	0.0	5	100.0	0	0.0
All Colleges	246	60	24.4	0	0.0	161	65.4	17	6.9	8	3.3	251	62	24.7	0	0.0	158	62.9	21	8.4	10	4.0

*Unknown Delivery Method of Non-Classroom Teaching.

Table 11: Recognition of Time Spent in Non-Classroom Teaching, 2018-19

Fall 2018													
College	No. of Records	Prep. Time		Eval. Hours		Compl. Hours		Combination		Other		Unknown*	
		#	%	#	%	#	%	#	%	#	%	#	%
Centennial	24	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	24	100.0
Fleming	32	0	0.0	0	0.0	8	25.0	24	75.0	0	0.0	0	0.0
Georgian	29	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	29	100.0
Lambton	25	0	0.0	0	0.0	0	0.0	25	100.0	0	0.0	0	0.0
Mohawk	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Sheridan	129	0	0.0	129	100.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Clair	6	0	0.0	0	0.0	0	0.0	6	100.0	0	0.0	0	0.0
All Colleges	246	0	0.0	129	52.4	9	3.7	55	22.4	0	0.0	53	21.5

*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, 2018-19

Winter 2019													
College	No. of Records	Prep. Time		Eval. Hours		Compl. Hours		Combination		Other		Unknown*	
		#	%	#	%	#	%	#	%	#	%	#	%
Centennial	32	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	32	100.0
Fleming	41	0	0.0	0	0.0	6	14.6	35	85.4	0	0.0	0	0.0
Georgian	31	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	31	100.0
Lambton	23	0	0.0	0	0.0	0	0.0	23	100.0	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	115	0	0.0	115	100.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Clair	5	0	0.0	0	0.0	0	0.0	5	100.0	0	0.0	0	0.0
All Colleges	251	0	0.0	115	45.8	10	4.0	63	25.1	0	0.0	63	25.1

*Unknown Recognition of Time in Non-Classroom Teaching.
 [Note: the original table was reformatted for letter-size paper.]

Table 12: Student Contact Hours, 2018-19

	Fall 2018				Winter 2019			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	494	18	1,158	377.2	495	29	848	356.5
Boréal	77	36	541	146.1	77	12	357	138.6
Cambrian	168	39	633	336.4	175	47	759	298.4
Canadore	98	57	916	368.2	95	114	867	343.5
Centennial	444	6	1,008	405.3	463	49	970	383.9
Conestoga	428	30	808	328.8	437	24	752	316.5
Confederation	132	48	638	344.6	132	12	588	324.7
Durham	306	75	720	418.3	298	90	783	415.5
Fanshawe	479	36	1,440	411.2	485	27	1,602	384.5
Fleming	181	62	900	377.9	174	60	1,038	355.9
George Brown	458	44	1,071	411.2	443	16	1,316	394.0
Georgian	214	48	672	363.5	236	40	781	331.6
Humber	603	6	1,560	422.2	581	10	1,710	436.6
La Cité	175	27	732	276.1	173	9	510	243.2
Lambton	116	52	666	334.3	115	8	634	308.7
Loyalist	105	57	618	294.9	102	26	611	302.0
Mohawk	315	26	1,084	502.8	318	26	1,640	485.8
Niagara	297	42	1,446	387.8	299	84	1,146	383.8
Northern	75	62	1,419	634.1	79	66	2,318	636.7
Sault	96	12	610	303.8	72	12	495	265.9
Seneca	600	21	774	351.8	586	15	724	341.6
Sheridan	509	9	717	339.5	513	2	706	332.3
St. Clair	279	60	873	392.3	279	10	848	347.9
St. Lawrence	186	30	763	377.2	186	42	714	327.6
All Colleges	6,835	6.0	1,560.0	371.1	6,813	2.0	2,318.0	352.3

Table 13.1: Courses by Type of Preparation Factor, Fall 2018

College	No. of Records	New (1.1)		Established A (0.85)		Established B (0.60)		Repeat A (0.45)		Repeat B (0.35)	
		#	%	#	%	#	%	#	%	#	%
Algonquin	1,890	224	11.9	19	1.0	963	51.0	24	1.3	628	33.2
Boréal	332	53	16.0	2	0.6	258	77.7	6	1.8	13	3.9
Cambrian	874	99	11.3	5	0.6	460	52.6	27	3.1	278	31.8
Canadore	459	65	14.2	1	0.2	269	58.6	9	2.0	101	22.0
Centennial	2,034	196	9.6	43	2.1	1,062	52.2	44	2.2	686	33.7
Conestoga	1,851	273	14.7	39	2.1	924	49.9	34	1.8	492	26.6
Confederation	584	84	14.4	3	0.5	331	56.7	19	3.3	147	25.2
Durham	1,338	147	11.0	4	0.3	700	52.3	46	3.4	434	32.4
Fanshawe	1,879	258	13.7	5	0.3	1,072	57.1	9	0.5	526	28.0
Fleming	1,095	98	8.9	16	1.5	564	51.5	35	3.2	310	28.3
George Brown	1,783	166	9.3	9	0.5	1,027	57.6	75	4.2	483	27.1
Georgian	851	131	15.4	7	0.8	403	47.4	6	0.7	301	35.4
Humber	2,236	339	15.2	2	0.1	1,157	51.7	1	0.0	737	33.0
La Cité	729	92	12.6	8	1.1	373	51.2	43	5.9	201	27.6
Lambton	488	57	11.7	7	1.4	274	56.1	31	6.4	111	22.7
Loyalist	420	43	10.2	2	0.5	293	69.8	3	0.7	79	18.8
Mohawk	1,853	189	10.2	15	0.8	1,066	57.5	36	1.9	542	29.2
Niagara	1,239	150	12.1	9	0.7	679	54.8	60	4.8	341	27.5
Northern	748	108	14.4	6	0.8	485	64.8	7	0.9	142	19.0
Sault	457	39	8.5	6	1.3	308	67.4	14	3.1	81	17.7
Seneca	2,430	252	10.4	20	0.8	1,114	45.8	479	19.7	543	22.3
Sheridan	2,095	251	12.0	31	1.5	1,020	48.7	38	1.8	755	36.0
St. Clair	1,336	157	11.8	5	0.4	730	54.6	2	0.1	436	32.6
St. Lawrence	729	94	12.9	7	1.0	437	59.9	2	0.3	161	22.1
All Colleges	29,730	3,565	12.0	271	0.9	15,969	53.7	1,050	3.5	8,528	28.7

Table 13.1 (cont'd): Courses by Type of Preparation Factor, Fall 2018									
College	No. of Records	Special A		Special B		Multiple		Unknown*	
		#	%	#	%	#	%	#	%
Algonquin	1,890	32	1.7	0	0.0	0	0.0	0	0.0
Boréal	332	0	0.0	0	0.0	0	0.0	0	0.0
Cambrian	874	2	0.2	0	0.0	0	0.0	3	0.3
Canadore	459	14	3.1	0	0.0	0	0.0	0	0.0
Centennial	2,034	1	0.0	2	0.1	0	0.0	0	0.0
Conestoga	1,851	16	0.9	3	0.2	70	3.8	0	0.0
Confederation	584	0	0.0	0	0.0	0	0.0	0	0.0
Durham	1,338	0	0.0	0	0.0	7	0.5	0	0.0
Fanshawe	1,879	0	0.0	9	0.5	0	0.0	0	0.0
Fleming	1,095	0	0.0	0	0.0	72	6.6	0	0.0
George Brown	1,783	0	0.0	0	0.0	19	1.1	4	0.2
Georgian	851	1	0.1	2	0.2	0	0.0	0	0.0
Humber	2,236	0	0.0	0	0.0	0	0.0	0	0.0
La Cité	729	2	0.3	10	1.4	0	0.0	0	0.0
Lambton	488	8	1.6	0	0.0	0	0.0	0	0.0
Loyalist	420	0	0.0	0	0.0	0	0.0	0	0.0
Mohawk	1,853	0	0.0	0	0.0	5	0.3	0	0.0
Niagara	1,239	0	0.0	0	0.0	0	0.0	0	0.0
Northern	748	0	0.0	0	0.0	0	0.0	0	0.0
Sault	457	2	0.4	7	1.5	0	0.0	0	0.0
Seneca	2,430	2	0.1	20	0.8	0	0.0	0	0.0
Sheridan	2,095	0	0.0	0	0.0	0	0.0	0	0.0
St. Clair	1,336	0	0.0	6	0.4	0	0.0	0	0.0
St. Lawrence	729	0	0.0	0	0.0	28	3.8	0	0.0
All Colleges	29,730	80	0.3	59	0.2	201	0.7	7	0.0

*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 2019

College	No. of Records	New (1.1)		Established A (0.85)		Established B (0.60)		Repeat A (0.45)		Repeat B (0.35)	
		#	%	#	%	#	%	#	%	#	%
Algonquin	1,876	181	9.6	10	0.5	1,061	56.6	21	1.1	571	30.4
Boréal	336	40	11.9	2	0.6	268	79.8	12	3.6	13	3.9
Cambrian	862	109	12.6	6	0.7	449	52.1	30	3.5	266	30.9
Canadore	464	32	6.9	0	0.0	299	64.4	8	1.7	121	26.1
Centennial	2,070	202	9.8	20	1.0	1,159	56.0	23	1.1	656	31.7
Conestoga	1,958	244	12.5	31	1.6	1,044	53.3	58	3.0	476	24.3
Confederation	578	79	13.7	2	0.3	355	61.4	16	2.8	126	21.8
Durham	1,310	133	10.2	0	0.0	702	53.6	59	4.5	409	31.2
Fanshawe	1,907	267	14.0	3	0.2	1,090	57.2	8	0.4	519	27.2
Fleming	1,012	91	9.0	12	1.2	545	53.9	35	3.5	256	25.3
George Brown	1,748	111	6.4	9	0.5	1,075	61.5	70	4.0	456	26.1
Georgian	935	134	14.3	9	1.0	490	52.4	6	0.6	291	31.1
Humber	2,242	279	12.4	10	0.4	1,200	53.5	0	0.0	753	33.6
La Cité	684	80	11.7	10	1.5	353	51.6	33	4.8	192	28.1
Lambton	466	62	13.3	4	0.9	288	61.8	12	2.6	92	19.7
Loyalist	420	41	9.8	3	0.7	296	70.5	6	1.4	74	17.6
Mohawk	1,878	171	9.1	8	0.4	1,165	62.0	41	2.2	485	25.8
Niagara	1,239	124	10.0	7	0.6	755	60.9	58	4.7	295	23.8
Northern	842	134	15.9	5	0.6	562	66.7	2	0.2	139	16.5
Sault	459	42	9.2	4	0.9	313	68.2	21	4.6	60	13.1
Seneca	2,425	190	7.8	30	1.2	1,205	49.7	435	17.9	564	23.3
Sheridan	2,073	234	11.3	36	1.7	1,029	49.6	40	1.9	734	35.4
St. Clair	1,392	206	14.8	9	0.6	740	53.2	17	1.2	420	30.2
St. Lawrence	744	93	12.5	6	0.8	449	60.3	4	0.5	154	20.7
All Colleges	29,920	3,279	11.0	236	0.8	16,892	56.5	1,015	3.4	8,122	27.1

Table 13.2 (cont'd): Courses by Type of Preparation Factor, Winter 2019									
College	No. of Records	Special A		Special B		Multiple		Unknown*	
		#	%	#	%	#	%	#	%
Algonquin	1,876	30	1.6	2	0.1	0	0.0	0	0.0
Boréal	336	1	0.3	0	0.0	0	0.0	0	0.0
Cambrian	862	1	0.1	0	0.0	0	0.0	1	0.1
Canadore	464	4	0.9	0	0.0	0	0.0	0	0.0
Centennial	2,070	0	0.0	10	0.5	0	0.0	0	0.0
Conestoga	1,958	17	0.9	7	0.4	81	4.1	0	0.0
Confederation	578	0	0.0	0	0.0	0	0.0	0	0.0
Durham	1,310	0	0.0	0	0.0	7	0.5	0	0.0
Fanshawe	1,907	0	0.0	20	1.0	0	0.0	0	0.0
Fleming	1,012	1	0.1	12	1.2	60	5.9	0	0.0
George Brown	1,748	0	0.0	1	0.1	26	1.5	0	0.0
Georgian	935	3	0.3	2	0.2	0	0.0	0	0.0
Humber	2,242	0	0.0	0	0.0	0	0.0	0	0.0
La Cité	684	1	0.1	15	2.2	0	0.0	0	0.0
Lambton	466	8	1.7	0	0.0	0	0.0	0	0.0
Loyalist	420	0	0.0	0	0.0	0	0.0	0	0.0
Mohawk	1,878	0	0.0	0	0.0	8	0.4	0	0.0
Niagara	1,239	0	0.0	0	0.0	0	0.0	0	0.0
Northern	842	0	0.0	0	0.0	0	0.0	0	0.0
Sault	459	2	0.4	17	3.7	0	0.0	0	0.0
Seneca	2,425	0	0.0	1	0.0	0	0.0	0	0.0
Sheridan	2,073	0	0.0	0	0.0	0	0.0	0	0.0
St. Clair	1,392	0	0.0	0	0.0	0	0.0	0	0.0
St. Lawrence	744	0	0.0	0	0.0	32	4.3	6	0.8
All Colleges	29,920	68	0.2	87	0.3	214	0.7	7	0.0

*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 2018

College	No. of Records	Essay/Project (0.030)		Routine/Assisted (0.015)		In-Process (0.0092)		Combined		Unknown*	
		#	%	#	%	#	%	#	%	#	%
Algonquin	1,890	921	48.7	335	17.7	122	6.5	512	27.1	0	0.0
Boréal	332	332	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Cambrian	874	416	47.6	100	11.4	140	16.0	215	24.6	3	0.3
Canadore	459	128	27.9	42	9.2	10	2.2	279	60.8	0	0.0
Centennial	2,034	227	11.2	336	16.5	289	14.2	1,182	58.1	0	0.0
Conestoga	1,851	628	33.9	106	5.7	106	5.7	1,011	54.6	0	0.0
Confederation	584	13	2.2	14	2.4	22	3.8	535	91.6	0	0.0
Durham	1,338	682	51.0	123	9.2	8	0.6	525	39.2	0	0.0
Fanshawe	1,879	420	22.4	110	5.9	61	3.2	1,288	68.5	0	0.0
Fleming	1,095	272	24.8	84	7.7	52	4.7	687	62.7	0	0.0
George Brown	1,783	277	15.5	225	12.6	157	8.8	1,124	63.0	0	0.0
Georgian	851	276	32.4	22	2.6	51	6.0	502	59.0	0	0.0
Humber	2,236	268	12.0	39	1.7	62	2.8	1,867	83.5	0	0.0
La Cité	729	594	81.5	3	0.4	16	2.2	116	15.9	0	0.0
Lambton	488	225	46.1	59	12.1	8	1.6	196	40.2	0	0.0
Loyalist	420	116	27.6	61	14.5	52	12.4	191	45.5	0	0.0
Mohawk	1,853	139	7.5	35	1.9	16	0.9	1,663	89.7	0	0.0
Niagara	1,239	506	40.8	46	3.7	23	1.9	664	53.6	0	0.0
Northern	748	317	42.4	4	0.5	55	7.4	372	49.7	0	0.0
Sault	457	0	0.0	36	7.9	52	11.4	369	80.7	0	0.0
Seneca	2,430	651	26.8	27	1.1	78	3.2	1,674	68.9	0	0.0
Sheridan	2,095	153	7.3	2	0.1	8	0.4	1,932	92.2	0	0.0
St. Clair	1,336	245	18.3	9	0.7	41	3.1	1,041	77.9	0	0.0
St. Lawrence	729	132	18.1	132	18.1	47	6.4	418	57.3	0	0.0
All Colleges	29,730	7,938	26.7	1,950	6.6	1,476	5.0	18,363	61.8	3	0.0

*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 2019

College	No. of Records	Essay/Project (0.030)		Routine/Assisted (0.015)		In-Process (0.0092)		Combined		Unknown*	
		#	%	#	%	#	#	#	%	#	%
Algonquin	1,876	912	48.6	352	18.8	150	8.0	462	24.6	0	0.0
Boréal	336	336	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Cambrian	862	411	47.7	129	15.0	143	16.6	178	20.6	1	0.1
Canadore	464	160	34.5	35	7.5	16	3.4	253	54.5	0	0.0
Centennial	2,070	251	12.1	328	15.8	276	13.3	1,215	58.7	0	0.0
Conestoga	1,958	654	33.4	90	4.6	129	6.6	1,085	55.4	0	0.0
Confederation	578	32	5.5	15	2.6	27	4.7	504	87.2	0	0.0
Durham	1,310	674	51.5	94	7.2	8	0.6	534	40.8	0	0.0
Fanshawe	1,907	453	23.8	126	6.6	35	1.8	1,293	67.8	0	0.0
Fleming	1,012	270	26.7	74	7.3	48	4.7	620	61.3	0	0.0
George Brown	1,748	251	14.4	238	13.6	126	7.2	1,133	64.8	0	0.0
Georgian	935	364	38.9	23	2.5	32	3.4	516	55.2	0	0.0
Humber	2,242	194	8.7	110	4.9	105	4.7	1,829	81.6	4	0.2
La Cité	684	544	79.5	2	0.3	23	3.4	115	16.8	0	0.0
Lambton	466	205	44.0	71	15.2	15	3.2	175	37.6	0	0.0
Loyalist	420	150	35.7	54	12.9	50	11.9	166	39.5	0	0.0
Mohawk	1,878	116	6.2	56	3.0	13	0.7	1,693	90.1	0	0.0
Niagara	1,239	488	39.4	51	4.1	32	2.6	668	53.9	0	0.0
Northern	842	324	38.5	13	1.5	46	5.5	459	54.5	0	0.0
Sault	459	0	0.0	24	5.2	70	15.3	365	79.5	0	0.0
Seneca	2,425	641	26.4	22	0.9	93	3.8	1,669	68.8	0	0.0
Sheridan	2,073	148	7.1	2	0.1	0	0.0	1,923	92.8	0	0.0
St. Clair	1,392	312	22.4	8	0.6	45	3.2	1,027	73.8	0	0.0
St. Lawrence	744	204	27.4	92	12.4	47	6.3	395	53.1	6	0.8
All Colleges	29,920	8,094	27.1	2,009	6.7	1,529	5.1	18,277	61.1	11	0.0

*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 2018

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	496	0.0218	0.0225	185	37.3	0.0200	152	30.6	0.0230	54	10.9
Boréal	-	-	-	-	-	-	-	-	-	-	-
Cambrian	215	0.0215	0.0225	82	38.1	0.0240	39	18.1	0.0180	28	13.0
Canadore	279	0.0225	0.0225	279	100.0	-	-	-	-	-	-
Centennial	1,182	0.0243	0.0240	328	27.7	0.0210	252	21.3	0.0279	73	6.2
Conestoga	1,010	0.0226	0.0225	274	27.1	0.0196	85	8.4	0.0258	81	8.0
Confederation	506	0.0139	0.0000	59	11.7	0.0193	53	10.5	0.0225	39	7.7
Durham	478	0.0250	0.0250	424	88.7	0.0225	36	7.5	0.0000	10	2.1
Fanshawe	1,288	0.0245	0.0270	240	18.6	0.0225	152	11.8	0.0240	103	8.0
Fleming	687	0.0243	0.0250	255	37.1	0.0210	152	22.1	0.0270	78	11.4
George Brown	1,111	0.0222	0.0200	378	34.0	0.0225	262	23.6	0.0240	153	13.8
Georgian	502	0.0245	0.0225	167	33.3	0.0248	81	16.1	0.0263	74	14.7
Humber	1,867	0.0232	0.0225	390	20.9	0.0255	333	17.8	0.0216	207	11.1
La Cité	116	0.0188	0.0225	106	91.4	0.0175	4	3.4	0.0165	2	1.7
Lambton	196	0.0240	0.0225	158	80.6	0.0240	23	11.7	0.0255	10	5.1
Loyalist	191	0.0230	0.0240	165	86.4	0.0250	5	2.6	0.0200	5	2.6
Mohawk	1,569	0.0227	0.0225	1,012	64.5	0.0255	285	18.2	0.0200	49	3.1
Niagara	664	0.0223	0.0255	40	6.0	0.0188	36	5.4	0.0225	36	5.4
Northern	372	0.0225	0.0225	211	56.7	0.0263	118	31.7	0.0188	43	11.6
Sault	117	0.0205	0.0225	21	17.9	0.0255	20	17.1	0.0136	12	10.3
Seneca	1,674	0.0250	0.0270	403	24.1	0.0255	311	18.6	0.0225	131	7.8
Sheridan	1,759	0.0212	0.0210	688	39.1	0.0196	486	27.6	0.0230	116	6.6
St. Clair	1,034	0.0225	0.0225	593	57.4	0.0250	227	22.0	0.0200	170	16.4
St. Lawrence	418	0.0323	0.0225	371	88.8	0.0263	11	2.6	0.0480	6	1.4

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 2019

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	451	0.0218	0.0225	157	34.8	0.0200	144	31.9	0.0230	69	15.3
Boréal	-	-	-	-	-	-	-	-	-	-	-
Cambrian	174	0.0215	0.0225	66	37.9	0.0240	31	17.8	0.0180	24	13.8
Canadore	253	0.0225	0.0225	253	100.0	-	-	-	-	-	-
Centennial	1,215	0.0225	0.0240	359	29.5	0.0210	229	18.8	0.0225	79	6.5
Conestoga	1,085	0.0230	0.0225	323	29.8	0.0270	120	11.1	0.0196	99	9.1
Confederation	489	0.0223	0.0193	50	10.2	0.0262	35	7.2	0.0213	32	6.5
Durham	502	0.0158	0.0250	437	87.1	0.0225	38	7.6	0.0000	12	2.4
Fanshawe	1,293	0.0245	0.0270	269	20.8	0.0225	132	10.2	0.0240	104	8.0
Fleming	620	0.0213	0.0250	306	49.4	0.0210	119	19.2	0.0180	53	8.5
George Brown	1,099	0.0222	0.0200	369	33.6	0.0225	257	23.4	0.0240	141	12.8
Georgian	516	0.0245	0.0225	190	36.8	0.0263	88	17.1	0.0248	70	13.6
Humber	1,829	0.0232	0.0255	339	18.5	0.0216	185	10.1	0.0225	173	9.5
La Cité	115	0.0208	0.0225	101	87.8	0.0144	6	5.2	0.0255	5	4.3
Lambton	175	0.0240	0.0225	153	87.4	0.0255	14	8.0	0.0240	8	4.6
Loyalist	166	0.0235	0.0240	129	77.7	0.0248	10	6.0	0.0217	5	3.0
Mohawk	1,617	0.0227	0.0225	1,034	63.9	0.0255	282	17.4	0.0200	82	5.1
Niagara	668	0.0220	0.0180	36	5.4	0.0255	35	5.2	0.0225	34	5.1
Northern	459	0.0225	0.0225	237	51.6	0.0263	178	38.8	0.0188	44	9.6
Sault	95	0.0225	0.0196	17	17.9	0.0225	12	12.6	0.0255	12	12.6
Seneca	1,669	0.0250	0.0270	386	23.1	0.0255	306	18.3	0.0225	153	9.2
Sheridan	1,749	0.0212	0.0210	647	37.0	0.0196	503	28.8	0.0230	97	5.5
St. Clair	1,022	0.0225	0.0225	554	54.2	0.0250	210	20.5	0.0200	196	19.2
St. Lawrence	395	0.0323	0.0225	342	86.6	0.0263	9	2.3	0.0480	7	1.8

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

Table 16: Class Size, 2018-19

College	Fall 2018				Winter 2019			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	1,885	1	386	32.4	1,864	1	140	30.5
Boréal	331	1	45	11.4	336	1	50	11.2
Cambrian	867	1	94	23.4	856	1	87	21.3
Canadore	458	1	149	27.9	462	1	130	25.2
Centennial	2,031	3	169	32.4	2,070	2	160	31.3
Conestoga	1,851	1	141	26.0	1,958	1	97	24.8
Confederation	583	1	105	26.3	577	1	76	25.7
Durham	1,331	6	133	34.4	1,302	6	123	33.7
Fanshawe	1,879	1	300	36.1	1,905	1	300	33.8
Fleming	1,031	3	246	38.3	960	1	252	36.3
George Brown	1,783	2	274	37.9	1,743	1	180	36.8
Georgian	851	5	72	32.1	935	2	73	29.6
Humber	2,236	1	220	36.6	2,240	1	180	35.9
La Cité	729	1	83	21.9	684	1	89	19.8
Lambton	488	4	80	27.4	466	2	73	25.6
Loyalist	420	4	60	24.1	420	2	130	25.4
Mohawk	1,852	1	197	43.2	1,874	1	178	41.2
Niagara	1,237	4	355	33.3	1,239	4	321	32.3
Northern	748	1	88	21.1	842	1	107	18.7
Sault	426	1	112	24.6	338	1	85	21.1
Seneca	2,371	3	131	29.2	2,370	1	97	28.2
Sheridan	2,059	1	187	29.2	2,060	1	151	28.2
St. Clair	1,336	3	131	30.6	1,392	1	133	27.5
St. Lawrence	729	3	99	32.8	741	1	92	28.3
All Colleges	29,512	1.0	386.0	29.7	29,634	1.0	321.0	28.0

Table 17: Course Preparations, 2018-19								
College	Fall 2018				Winter 2019			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	494	1	7	2.3	495	1	7	2.4
Boréal	77	1	6	3.6	77	1	5	3.4
Cambrian	167	1	17	3.0	175	1	13	2.9
Canadore	98	1	6	3.1	97	1	6	3.2
Centennial	444	1	6	2.3	463	1	7	2.3
Conestoga	429	1	7	2.6	436	1	6	2.7
Confederation	132	1	8	3.1	133	1	8	3.2
Durham	306	1	6	2.5	298	1	6	2.5
Fanshawe	479	1	7	2.6	485	1	9	2.7
Fleming	180	1	6	2.5	168	1	6	2.7
George Brown	468	1	6	2.4	451	1	6	2.4
Georgian	214	1	6	2.5	236	1	6	2.7
Humber	586	1	6	2.2	553	1	6	2.1
La Cité	174	1	6	2.6	173	1	7	2.6
Lambton	116	1	8	2.6	115	1	8	2.7
Loyalist	106	1	6	3.0	104	1	6	3.1
Mohawk	315	1	6	2.5	318	1	8	2.7
Niagara	296	1	5	2.5	297	1	6	2.8
Northern	181	1	6	3.0	234	1	6	2.7
Sault	103	1	5	3.1	100	1	8	3.2
Seneca	611	1	5	2.1	596	1	5	2.2
Sheridan	511	1	5	2.3	513	1	5	2.3
St. Clair	279	1	7	2.7	278	1	8	2.9
St. Lawrence	187	1	6	2.8	186	1	6	2.9
All Colleges	6,953	1.0	17.0	2.7	6,981	1.0	13.0	2.7

Table 18: Course Sections, 2018-19

College	Fall 2018				Winter 2019			
	No. of Records	Minimum	Maximum	Average	No. of Records	Minimum	Maximum	Average
Algonquin	494	1	14	3.8	495	1	13	3.8
Boréal	77	1	7	3.7	76	1	5	3.5
Cambrian	167	1	17	3.5	174	1	15	3.5
Canadore	98	1	11	4.6	97	1	14	4.8
Centennial	444	1	12	4.6	463	1	13	4.5
Conestoga	429	1	9	3.6	436	1	12	3.7
Confederation	132	1	10	4.4	133	1	12	4.3
Durham	306	1	9	4.3	298	1	9	4.4
Fanshawe	479	1	11	3.9	485	1	12	3.9
Fleming	180	1	10	4.3	167	1	10	4.3
George Brown	446	1	9	3.4	437	1	10	3.2
Georgian	214	1	12	4.0	236	1	11	3.9
Humber	586	1	12	3.7	574	1	10	3.7
La Cité	174	1	8	4.1	173	1	8	4.0
Lambton	116	1	11	4.4	115	1	10	4.2
Loyalist	106	1	9	4.0	104	1	10	4.1
Mohawk	315	1	9	4.0	317	1	8	3.9
Niagara	296	1	11	4.4	297	1	14	4.4
Northern	181	1	10	4.1	234	1	8	3.6
Sault	103	1	8	4.4	100	2	10	4.6
Seneca	611	1	10	4.0	597	1	14	4.1
Sheridan	511	1	8	3.8	513	1	10	3.8
St. Clair	266	1	10	3.9	249	1	11	4.0
St. Lawrence	187	1	9	3.7	186	1	8	3.8
All Colleges	6,918	1.0	17.0	4.0	6,956	1.0	15.0	4.0

Table 19: Teaching Contact Hours, Days and Weeks per Academic Year, 2018-19

College	No. of Employees	Hours			Days			Weeks		
		Min	Max	Average	Min	Max	Average	Min	Max	Average
Algonquin	538	16	662	364.2	20	235	152.4	4	47	30.5
Boréal	78	42	592	353.4	70	180	148.1	14	36	29.6
Cambrian	186	44.4	760	384.5	39	190	148.3	6	38	30.1
Canadore	101	46.4	760	409.3	38	185	145.5	8	38	30.5
Centennial	486	38.5	684	383.1	28	210	150.7	6	45	31.1
Conestoga	472	28	760	367.6	25	211	147.8	5	38	29.5
Confederation	139	39	720	365.5	34	196	144.2	14	40	29.9
Durham	317	15	530	332.6	5	195	134.1	1	39	26.9
Fanshawe	498	30	684	377.7	35	205	166.0	7	41	33.3
Fleming	194	28	597	339.6	35	180	154.6	7	36	30.9
George Brown	497	14	792	366.5	35	215	160.5	7	43	32.1
Georgian	258	42	592	311.2	70	180	150.2	14	36	30.0
Humber	612	42	630	340.8	34	219	149.8	7	45	30.6
La Cité	185	54	514	337.2	30	190	134.6	6	38	26.9
Lambton	121	53	666	373.9	69	189	150.0	14	38	30.2
Loyalist	108	21	576	341.2	35	195	167.0	8	41	34.8
Mohawk	342	45	936	387.6	35	215	152.4	7	43	30.5
Niagara	310	45	630	397.4	33	186	160.6	7	38	33.0
Northern	80	160	666	390.3	75	225	156.6	15	45	31.3
Sault	110	14	634	375.7	5	235	144.3	1	49	29.1
Seneca	633	42	630	377.3	33	203	152.0	7	42	31.3
Sheridan	541	42	640	358.3	35	205	157.0	7	41	31.4
St. Clair	289	30	692	413.8	40	210	166.2	8	40	33.2
St. Lawrence	199	42	640	323.1	35	180	145.6	7	36	29.1
All Colleges	7,294	14.0	936	365.5	5.0	235.0	151.6	1.0	49.0	30.7

[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 2018-19

College	No. of Records	Minimum	Maximum	Average
Algonquin	345	16	662	395.6
Boréal	40	42	592	383.8
Cambrian	113	44.4	760	405.4
Canadore	66	46.4	760	425.6
Centennial	344	66	684	417.1
Conestoga	313	28	760	393.5
Confederation	79	39	720	395.2
Durham	206	15	530	342.2
Fanshawe	336	30	684	414.7
Fleming	114	42	597	374.4
George Brown	329	14	792	377.6
Georgian	187	42	592	348.5
Humber	456	42	630	387.0
La Cité	108	54	514	363.0
Lambton	74	120	666	401.6
Loyalist	50	21	576	369.3
Mohawk	224	45	834	407.4
Niagara	225	45	630	413.3
Northern	72	160	666	388.3
Sault	69	14	634	389.0
Seneca	472	42	630	405.3
Sheridan	432	42	640	374.3
St. Clair	181	30	692	455.2
St. Lawrence	109	42	637	338.6
All Colleges	4,944	14.0	834.0	390.2

[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.]