

October 2019 Staffing Survey for Fanshawe College

|                               |                    | Male       | Female     | Undeclared | Total        | 2018         | Change<br>from 2018 |                  |
|-------------------------------|--------------------|------------|------------|------------|--------------|--------------|---------------------|------------------|
| <b>Full-Time Faculty</b>      | Counsellors        | 2          | 20         | 0          | 22           | 21           | +1                  |                  |
|                               | Librarians         | 0          | 4          | 0          | 4            | 3            | +1                  |                  |
|                               | Professors         | <u>281</u> | <u>246</u> | <u>0</u>   | 527          | <u>517</u>   | <u>+10</u>          |                  |
| <b>TOTAL FULL TIME</b>        |                    | <b>283</b> | <b>270</b> | <b>0</b>   | <b>553</b>   | <b>541</b>   | <b>+12</b>          | <b>29.3% FT</b>  |
| <b>Contract Faculty</b>       | NFT Counsellors    | 1          | 4          | 0          | 5            | 5            | +0                  |                  |
|                               | Partial-Load 7 TCH | 39         | 51         | 0          | 90           | 27           | +63                 |                  |
|                               | 8 TCH              | 23         | 14         | 1          | 38           | 7            | +31                 |                  |
|                               | 9 TCH              | 17         | 29         | 1          | 47           | 20           | +27                 |                  |
|                               | 10 TCH             | 19         | 14         | 1          | 34           | 12           | +22                 |                  |
|                               | 11 TCH             | 14         | 19         | 1          | 34           | 24           | +10                 |                  |
|                               | 12 TCH             | <u>115</u> | <u>73</u>  | <u>1</u>   | 189          | <u>237</u>   | <u>-48</u>          |                  |
|                               |                    | 227        | 200        | 5          | 432          | 327          | +105                |                  |
|                               | Sessionals         | 67         | 81         | 0          | 148          | 138          | +10                 |                  |
| Part-Time                     | 326                | 422        | 3          | 751        | 722          | +29          |                     |                  |
| <b>TOTAL CONTRACT FACULTY</b> |                    | <b>621</b> | <b>707</b> | <b>8</b>   | <b>1,336</b> | <b>1,192</b> | <b>+144</b>         | <b>70.7% NFT</b> |
| <b>TOTAL FACULTY</b>          |                    |            |            |            | <b>1,889</b> | <b>1,733</b> | <b>+156</b>         |                  |

|                                                               |            |
|---------------------------------------------------------------|------------|
| Bargaining Unit Members (Full-Time plus Partial-Load Faculty) | <b>985</b> |
|---------------------------------------------------------------|------------|

October 21 - October 25, 2019 Academic Staff Survey

COLLEGE: Fanshawe  
 CONTACT: Amy Collins

**FULL-TIME COUNSELLORS**

Including staff on LTD (Y/N) ? ???

| STEP         | MAXIMUM ATTAINABLE STEP |           |            |          |          |            |          |          |            |          |          |            |          |          |            |
|--------------|-------------------------|-----------|------------|----------|----------|------------|----------|----------|------------|----------|----------|------------|----------|----------|------------|
|              | 21                      |           |            | 19       |          |            | 18       |          |            | 17       |          |            | 16       |          |            |
|              | Male                    | Female    | Undeclared | Male     | Female   | Undeclared | Male     | Female   | Undeclared | Male     | Female   | Undeclared | Male     | Female   | Undeclared |
| 5            |                         |           |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 6            |                         |           |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 7            | 1                       |           |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 8            |                         | 1         |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 9            |                         | 2         |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 10           |                         | 1         |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 11           | 1                       | 1         |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 12           |                         | 1         |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 13           |                         |           |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 14           |                         | 4         |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 15           |                         | 1         |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 16           |                         |           |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 17           |                         | 1         |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 18           |                         | 1         |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 19           |                         |           |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 20           |                         | 2         |            |          |          |            |          |          |            |          |          |            |          |          |            |
| 21           |                         | 5         |            |          |          |            |          |          |            |          |          |            |          |          |            |
| <b>TOTAL</b> | <b>2</b>                | <b>20</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b>   | <b>0</b> | <b>0</b> | <b>0</b>   |

|              | Male     | Female    | Undeclared | TOTAL     |
|--------------|----------|-----------|------------|-----------|
| <b>TOTAL</b> | <b>2</b> | <b>20</b> | <b>0</b>   | <b>22</b> |

| ALLOWANCES                 | NUMBER OF EMPLOYEES |        |            | TOTAL ANNUAL \$'s |         |            |
|----------------------------|---------------------|--------|------------|-------------------|---------|------------|
|                            | Male                | Female | Undeclared | Male              | Female  | Undeclared |
| Coord. Allowance - 1 step  |                     | 2      |            |                   | \$5,970 |            |
| Coord. Allowance - 2 steps |                     |        |            |                   |         |            |
| Red-Circle/"Grandparented" |                     |        |            |                   |         |            |
| Other (Please Specify)     |                     |        |            |                   |         |            |

October 21 - October 25, 2019 Academic Staff Survey

COLLEGE: Fanshawe  
 CONTACT: Amy Collins

**FULL-TIME LIBRARIANS**

Including staff on LTD (Y/N) ? N

| STEP         | MAXIMUM ATTAINABLE STEP |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
|--------------|-------------------------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|
|              | 21                      |        |            | 19   |        |            | 18   |        |            | 17   |        |            | 16   |        |            |
|              | Male                    | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared |
| 5            |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 6            |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 7            |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 8            |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 9            |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 10           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 11           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 12           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 13           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 14           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 15           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 16           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 17           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 18           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 19           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 20           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 21           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| <b>TOTAL</b> | 0                       | 4      | 0          | 0    | 0      | 0          | 0    | 0      | 0          | 0    | 0      | 0          | 0    | 0      | 0          |

|              | Male | Female | Undeclared | TOTAL |
|--------------|------|--------|------------|-------|
| <b>TOTAL</b> | 0    | 4      | 0          | 4     |

| ALLOWANCES                 | NUMBER OF EMPLOYEES |        |            | TOTAL ANNUAL \$'s |        |            |
|----------------------------|---------------------|--------|------------|-------------------|--------|------------|
|                            | Male                | Female | Undeclared | Male              | Female | Undeclared |
| Coord. Allowance - 1 step  |                     |        |            |                   |        |            |
| Coord. Allowance - 2 steps |                     |        |            |                   |        |            |
| Red-Circle/"Grandparented" |                     |        |            |                   |        |            |
| Other (Please Specify)     |                     |        |            |                   |        |            |

October 21 - October 25, 2019 Academic Staff Survey

COLLEGE: Fanshawe  
 CONTACT: Amy Collins

**ACTIVE PROFESSORS**  
**- GROUP 1**  
 (18 hours/week, 36 weeks/year)

Including staff on LTD (Y/N) ? N

| STEP         | MAXIMUM ATTAINABLE STEP |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
|--------------|-------------------------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|
|              | 21                      |        |            | 19   |        |            | 18   |        |            | 17   |        |            | 16   |        |            |
|              | Male                    | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared |
| 5            | 2                       | 1      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 6            |                         | 1      |            |      | 1      |            | 1    |        |            |      |        |            |      |        |            |
| 7            | 4                       | 6      |            |      |        |            | 2    |        |            |      |        |            |      |        |            |
| 8            | 4                       | 4      |            | 1    |        |            |      |        |            |      |        |            |      |        |            |
| 9            | 4                       | 4      |            | 1    |        |            | 1    |        |            |      |        |            |      |        |            |
| 10           | 7                       | 4      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 11           | 5                       | 2      |            | 3    |        |            | 2    | 1      |            |      |        |            |      |        |            |
| 12           | 2                       | 4      |            | 1    | 1      |            | 2    |        |            |      |        |            |      |        |            |
| 13           | 8                       | 13     |            | 2    | 2      |            | 2    |        |            |      |        |            |      |        |            |
| 14           | 9                       | 6      |            | 3    | 3      |            | 4    | 1      |            |      |        |            |      |        |            |
| 15           | 6                       | 9      |            | 3    |        |            | 4    |        |            |      |        |            |      |        |            |
| 16           | 1                       | 12     |            | 4    | 3      |            | 4    |        |            | 2    |        |            |      |        |            |
| 17           | 8                       | 10     |            | 1    | 1      |            | 1    | 1      |            | 2    |        |            |      |        |            |
| 18           | 14                      | 14     |            | 1    |        |            | 15   | 4      |            |      |        |            |      |        |            |
| 19           | 10                      | 18     |            | 15   | 10     |            |      |        |            |      |        |            |      |        |            |
| 20           | 14                      | 12     |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 21           | 106                     | 98     |            |      |        |            |      |        |            |      |        |            |      |        |            |
| <b>TOTAL</b> | 204                     | 218    | 0          | 35   | 21     | 0          | 38   | 7      | 0          | 4    | 0      | 0          | 0    | 0      | 0          |

\* For employees enrolled in the "IN-SERVICE TEACHER TRAINING CERTIFICATE PROGRAM" show present step INCLUDING Immediate one step progression, WHERE APPLICABLE.

|              | Male | Female | Undeclared | TOTAL |
|--------------|------|--------|------------|-------|
| <b>TOTAL</b> | 281  | 246    | 0          | 527   |

Please note that all post-secondary professors are included in the Group 1 category and that includes professors who work in degree programs. There is no longer any separate reporting for "Applied Degree Professors"

| ALLOWANCES                 | NUMBER OF EMPLOYEES |        |            | TOTAL ANNUAL \$'s |         |            |
|----------------------------|---------------------|--------|------------|-------------------|---------|------------|
|                            | Male                | Female | Undeclared | Male              | Female  | Undeclared |
| Coord. Allowance - 1 step  | 92                  | 83     |            | 275,184           | 248,184 |            |
| Coord. Allowance - 2 steps | 35                  | 26     |            | 104,609           | 77,732  |            |
| Red-Circle/"Grandparented" |                     |        |            |                   |         |            |
| Other (Please Specify)     |                     |        |            |                   |         |            |

## October 21 - October 25, 2019 Academic Staff Survey

Fanshawe

Amy Collins

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**If you have any librarians or counsellors who work less than full time on a regular basis, please indicate.**

| CLASSIFICATION | NUMBER OF EMPLOYEES |        |            | HOURS/<br>WEEK | SALARY<br>RATE |
|----------------|---------------------|--------|------------|----------------|----------------|
|                | Male                | Female | Undeclared |                |                |
| Counsellor     | 1                   |        |            | 21             | \$55.77        |
| Counsellor     |                     | 1      |            | 21             | \$39.92        |
| Counsellor     |                     | 1      |            | 28             | \$39.92        |
| Counsellor     |                     | 1      |            | 14             | \$39.92        |
| Counsellor     |                     | 1      |            | 21             | \$39.92        |

October 21 - October 25, 2019 Academic Staff Survey

COLLEGE: Fanshawe  
 CONTACT: Amy Collins

**POST SECONDARY**  
**PARTIAL LOAD PROFESSORS**  
**7 HOURS /WEEK**

| STEP         | 21   |        |            | 19   |        |            | 18   |        |            | 17   |        |            | 16   |        |            |
|--------------|------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|
|              | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared |
| 5            | 5    | 5      |            |      | 2      |            |      | 2      |            |      |        |            |      | 3      |            |
| 6            | 4    | 2      |            | 1    |        |            |      |        |            |      |        |            |      |        |            |
| 7            | 6    | 1      |            | 1    | 2      |            | 1    |        |            |      |        |            |      |        |            |
| 8            |      | 1      |            | 1    | 2      |            |      |        |            |      |        |            |      |        |            |
| 9            | 2    | 4      |            |      | 1      |            |      |        |            | 2    |        |            |      |        |            |
| 10           | 1    | 1      |            |      |        |            |      | 1      |            |      |        |            |      |        |            |
| 11           | 1    | 1      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 12           | 2    | 2      |            | 2    |        |            |      | 1      |            |      |        |            |      |        |            |
| 13           |      | 4      |            |      |        |            | 2    |        |            | 1    |        |            |      |        |            |
| 14           | 2    | 2      |            |      | 4      |            | 1    |        |            |      |        |            |      |        |            |
| 15           |      | 2      |            |      |        |            |      | 1      |            |      |        |            |      |        |            |
| 16           | 1    |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 17           |      | 2      |            | 2    |        |            |      |        |            |      |        |            |      |        |            |
| 18           |      |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 19           |      | 1      |            |      | 2      |            |      |        |            |      |        |            |      |        |            |
| 20           |      |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 21           | 1    | 2      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| <b>TOTAL</b> | 25   | 30     | 0          | 7    | 13     | 0          | 4    | 5      | 0          | 3    | 0      | 0          | 0    | 3      | 0          |

|              | Male      | Female    | Undeclared | TOTAL     |
|--------------|-----------|-----------|------------|-----------|
| <b>TOTAL</b> | <b>39</b> | <b>51</b> | <b>0</b>   | <b>90</b> |

October 21 - October 25, 2019 Academic Staff Survey

COLLEGE: Fanshawe  
 CONTACT: Amy Collins

**POST SECONDARY**  
**PARTIAL LOAD PROFESSORS**  
**8 HOURS /WEEK**

| STEP         | MAXIMUM ATTAINABLE STEP |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
|--------------|-------------------------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|
|              | 21                      |        |            | 19   |        |            | 18   |        |            | 17   |        |            | 16   |        |            |
|              | Male                    | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared |
| 5            | 1                       |        |            |      | 2      |            | 1    | 1      |            |      |        |            | 1    |        |            |
| 6            |                         | 1      |            |      | 2      |            |      |        |            |      |        |            | 1    |        |            |
| 7            |                         |        |            | 1    | 1      |            |      |        |            |      |        |            |      |        |            |
| 8            | 1                       |        |            |      |        |            | 1    |        |            | 1    |        |            |      |        |            |
| 9            |                         |        |            |      |        |            | 1    |        |            |      |        |            |      |        |            |
| 10           | 2                       | 1      | 1          |      |        |            |      |        |            |      |        |            |      |        |            |
| 11           | 1                       |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 12           | 1                       |        |            |      |        |            |      |        |            | 1    |        |            |      |        |            |
| 13           | 2                       |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 14           |                         |        |            | 2    |        |            | 1    |        |            |      |        |            |      |        |            |
| 15           | 1                       |        |            |      |        |            |      |        |            |      |        |            |      |        | 1          |
| 16           | 1                       | 1      |            |      |        |            |      |        |            |      |        |            |      |        | 1          |
| 17           | 2                       | 1      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 18           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 19           |                         | 2      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 20           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 21           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| <b>TOTAL</b> | 12                      | 6      | 1          | 3    | 5      | 0          | 4    | 1      | 0          | 2    | 0      | 0          | 2    | 2      | 0          |

|              | Male      | Female    | Undeclared | TOTAL     |
|--------------|-----------|-----------|------------|-----------|
| <b>TOTAL</b> | <b>23</b> | <b>14</b> | <b>1</b>   | <b>38</b> |

October 21 - October 25, 2019 Academic Staff Survey

COLLEGE: Fanshawe  
 CONTACT: Amy Collins

**POST SECONDARY**  
**PARTIAL LOAD PROFESSORS**  
**9 HOURS /WEEK**

| STEP         | MAXIMUM ATTAINABLE STEP |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
|--------------|-------------------------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|
|              | 21                      |        |            | 19   |        |            | 18   |        |            | 17   |        |            | 16   |        |            |
|              | Male                    | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared |
| 5            | 3                       | 1      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 6            | 1                       | 3      |            | 1    | 1      |            | 1    |        |            |      |        |            |      |        |            |
| 7            |                         | 2      |            |      |        |            | 1    |        |            |      |        |            |      |        |            |
| 8            |                         | 1      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 9            | 1                       | 2      | 1          |      |        |            |      |        |            |      |        |            |      |        |            |
| 10           |                         | 4      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 11           |                         | 1      |            |      |        |            |      | 1      |            |      |        |            |      |        |            |
| 12           |                         | 3      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 13           |                         | 1      |            |      |        |            |      |        |            | 1    |        |            |      |        |            |
| 14           |                         | 2      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 15           | 3                       |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 16           | 2                       |        |            |      | 1      |            | 1    |        |            |      |        |            |      |        |            |
| 17           |                         | 1      |            | 1    |        |            |      |        |            |      |        |            |      |        |            |
| 18           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 19           |                         | 1      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 20           | 1                       | 3      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 21           |                         | 1      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| <b>TOTAL</b> | 11                      | 26     | 1          | 2    | 2      | 0          | 3    | 1      | 0          | 1    | 0      | 0          | 0    | 0      | 0          |

|              | Male | Female | Undeclared | TOTAL |
|--------------|------|--------|------------|-------|
| <b>TOTAL</b> | 17   | 29     | 1          | 47    |



October 21 - October 25, 2019 Academic Staff Survey

COLLEGE: Fanshawe  
 CONTACT: Amy Collins

**POST SECONDARY**  
**PARTIAL LOAD PROFESSORS**  
**10 HOURS /WEEK**

| STEP         | MAXIMUM ATTAINABLE STEP |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
|--------------|-------------------------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|
|              | 21                      |        |            | 19   |        |            | 18   |        |            | 17   |        |            | 16   |        |            |
|              | Male                    | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared |
| 5            | 3                       | 1      |            |      |        |            | 1    |        |            |      |        |            |      |        |            |
| 6            | 2                       | 1      |            |      |        |            | 1    |        |            |      |        |            |      |        |            |
| 7            | 1                       | 1      |            |      |        |            | 1    | 1      |            |      |        |            |      |        |            |
| 8            |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 9            |                         |        |            |      |        |            |      |        |            |      |        |            |      | 1      |            |
| 10           |                         |        |            |      |        |            | 1    |        |            |      |        |            |      |        |            |
| 11           |                         |        |            |      | 2      |            |      |        |            |      |        |            |      |        |            |
| 12           | 1                       |        |            |      | 1      |            | 1    |        |            |      |        |            |      |        |            |
| 13           | 1                       | 2      |            |      |        |            | 1    |        |            |      |        |            |      |        |            |
| 14           | 1                       | 1      | 1          |      | 1      |            |      |        |            |      |        |            |      |        |            |
| 15           | 2                       |        |            |      |        |            |      | 1      |            |      |        |            |      |        |            |
| 16           | 1                       | 1      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 17           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 18           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 19           |                         | 1      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 20           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 21           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| <b>TOTAL</b> | 12                      | 8      | 1          | 0    | 4      | 0          | 6    | 2      | 0          | 0    | 0      | 0          | 1    | 0      | 0          |

|              | Male | Female | Undeclared | TOTAL |
|--------------|------|--------|------------|-------|
| <b>TOTAL</b> | 19   | 14     | 1          | 34    |

October 21 - October 25, 2019 Academic Staff Survey

COLLEGE: Fanshawe  
 CONTACT: Amy Collins

**POST SECONDARY**  
**PARTIAL LOAD PROFESSORS**  
**11 HOURS /WEEK**

| STEP         | MAXIMUM ATTAINABLE STEP |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
|--------------|-------------------------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|
|              | 21                      |        |            | 19   |        |            | 18   |        |            | 17   |        |            | 16   |        |            |
|              | Male                    | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared |
| 5            |                         | 1      |            | 1    |        |            | 1    |        |            |      |        |            |      |        |            |
| 6            | 1                       |        |            |      |        |            |      | 1      |            |      |        |            |      |        |            |
| 7            |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 8            |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 9            | 1                       | 2      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 10           | 2                       |        |            |      |        |            |      | 1      |            |      |        |            |      |        |            |
| 11           | 1                       | 2      |            |      |        |            | 1    | 1      |            |      |        |            | 1    |        |            |
| 12           |                         | 1      |            |      |        |            |      | 1      |            | 1    |        |            |      |        |            |
| 13           | 1                       |        |            |      |        |            |      | 1      |            |      |        |            |      |        |            |
| 14           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 15           | 2                       | 1      | 1          |      | 1      |            |      |        |            |      |        |            |      |        |            |
| 16           |                         |        |            |      |        |            |      | 1      |            |      |        |            |      |        |            |
| 17           |                         | 2      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 18           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 19           |                         | 2      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 20           |                         |        |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 21           | 1                       | 1      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| <b>TOTAL</b> | 9                       | 12     | 1          | 1    | 1      | 0          | 2    | 6      | 0          | 1    | 0      | 0          | 1    | 0      | 0          |

|              | Male | Female | Undeclared | TOTAL |
|--------------|------|--------|------------|-------|
| <b>TOTAL</b> | 14   | 19     | 1          | 34    |

October 21 - October 25, 2019 Academic Staff Survey

**COLLEGE:** Fanshawe  
**CONTACT:** Amy Collins

**POST SECONDARY**  
**PARTIAL LOAD PROFESSORS**  
**12 HOURS /WEEK**

| STEP         | 21   |        |            | 19   |        |            | 18   |        |            | 17   |        |            | 16   |        |            |
|--------------|------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|------|--------|------------|
|              | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared | Male | Female | Undeclared |
| 5            | 4    | 4      |            | 1    |        |            | 3    |        |            | 1    |        |            | 1    | 1      |            |
| 6            | 7    | 6      |            | 2    | 1      |            | 2    | 1      |            |      |        | 1          | 1    |        |            |
| 7            | 6    |        |            | 1    |        |            | 2    | 2      |            |      |        |            |      | 1      |            |
| 8            | 3    | 4      |            |      | 1      |            | 1    | 2      |            |      |        |            | 2    |        |            |
| 9            | 2    | 4      |            | 2    | 1      |            | 3    |        |            | 1    |        |            | 1    |        |            |
| 10           | 2    | 4      |            | 1    | 1      |            | 3    | 2      |            |      | 1      |            | 1    |        |            |
| 11           | 4    | 3      |            | 1    |        |            | 1    | 2      |            |      | 1      |            |      | 1      |            |
| 12           | 2    | 7      |            | 2    | 1      |            | 2    |        |            |      |        |            | 1    |        |            |
| 13           | 2    | 2      |            | 1    | 1      |            | 2    |        |            |      |        |            |      |        |            |
| 14           | 2    | 3      |            | 3    | 2      |            | 3    |        |            |      |        |            |      |        |            |
| 15           | 6    | 2      |            | 1    | 1      |            | 1    | 1      |            |      |        |            |      |        |            |
| 16           | 4    | 1      |            | 3    |        |            |      |        |            |      |        |            |      |        |            |
| 17           | 3    | 1      |            | 2    |        |            |      |        |            |      |        |            |      |        |            |
| 18           | 5    | 1      |            |      |        |            |      | 3      |            |      |        |            |      |        |            |
| 19           | 2    |        |            | 3    | 1      |            |      |        |            |      |        |            |      |        |            |
| 20           |      | 1      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| 21           | 6    | 2      |            |      |        |            |      |        |            |      |        |            |      |        |            |
| <b>TOTAL</b> | 60   | 45     | 0          | 23   | 10     | 0          | 23   | 13     | 0          | 2    | 2      | 1          | 7    | 3      | 0          |

|              | Male | Female | Undeclared | TOTAL |
|--------------|------|--------|------------|-------|
| <b>TOTAL</b> | 115  | 73     | 1          | 189   |

October 21 - October 25, 2019 Academic Staff Survey

COLLEGE: \_\_\_\_\_ Fanshawe  
 CONTACT: \_\_\_\_\_ Amy Collins

**PART TIME  
 CREDIT COURSES \***

**NOTE:** Please indicate the number of employees who are employed and are expected to work during the week of Oct. 22, 2018 to Oct. 26, 2018 (inclusive).

\* Credit courses are part of a Ministry approved program. They may be mandatory post-secondary courses, elective courses or tuition short courses. Also include all Part-time Professors in both daytime and Continuous Education programs.

| Hourly Rate  | WEEKLY TEACHING CONTACT HOURS |           |            |           |           |            |           |            |            |           |           |            |           |           |            |            |            |            |
|--------------|-------------------------------|-----------|------------|-----------|-----------|------------|-----------|------------|------------|-----------|-----------|------------|-----------|-----------|------------|------------|------------|------------|
|              | 1                             |           |            | UP TO 2   |           |            | UP TO 3   |            |            | UP TO 4   |           |            | UP TO 5   |           |            | UP TO 6    |            |            |
|              | Male                          | Female    | Undeclared | Male      | Female    | Undeclared | Male      | Female     | Undeclared | Male      | Female    | Undeclared | Male      | Female    | Undeclared | Male       | Female     | Undeclared |
| <\$16        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 16-18        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 19-21        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 22-24        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 25-27        | 0                             | 0         | 0          | 0         | 1         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 28-30        | 0                             | 1         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 31-33        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 1          | 0          | 0          |
| 34-36        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 37-39        | 0                             | 0         | 0          | 4         | 1         | 0          | 0         | 1          | 0          | 1         | 0         | 0          | 0         | 0         | 0          | 3          | 3          | 0          |
| 40-42        | 1                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 1          | 0          |
| 43-45        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 46-49        | 0                             | 0         | 0          | 0         | 0         | 0          | 2         | 1          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 1          | 0          | 0          |
| 50-53        | 0                             | 0         | 0          | 3         | 3         | 0          | 9         | 26         | 0          | 2         | 4         | 0          | 1         | 4         | 0          | 12         | 15         | 0          |
| 54-57        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 1          | 0          | 0          |
| 58-60        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 2         | 1         | 0          | 1         | 0         | 0          | 2          | 1          | 0          |
| 61-65        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 66-70        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 71-75        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 2          | 0          | 0          |
| 76-80        | 5                             | 23        | 0          | 22        | 34        | 0          | 76        | 111        | 0          | 52        | 35        | 1          | 17        | 28        | 0          | 106        | 126        | 1          |
| 81-85        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 86-90        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 91-95        | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| 96-100       | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 0          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 0          | 0          |
| >\$100       | 0                             | 0         | 0          | 0         | 0         | 0          | 0         | 0          | 1          | 0         | 0         | 0          | 0         | 0         | 0          | 0          | 2          | 0          |
| <b>Total</b> | <b>6</b>                      | <b>24</b> | <b>0</b>   | <b>29</b> | <b>39</b> | <b>0</b>   | <b>87</b> | <b>139</b> | <b>1</b>   | <b>57</b> | <b>40</b> | <b>1</b>   | <b>19</b> | <b>32</b> | <b>0</b>   | <b>128</b> | <b>148</b> | <b>1</b>   |

|              |          |          |          |              |
|--------------|----------|----------|----------|--------------|
|              | <b>M</b> | <b>F</b> | <b>U</b> | <b>TOTAL</b> |
| <b>TOTAL</b> | 326      | 422      | 3        | 751          |

October 21 - October 25, 2019 Academic Staff Survey

COLLEGE: Fanshawe  
 CONTACT: Amy Collins

**SESSIONAL PROFESSORS**

| WEEKLY TEACHING CONTACT HOURS |        |            |         |        |            |         |        |            |         |        |            |         |        |            |         |        |            |
|-------------------------------|--------|------------|---------|--------|------------|---------|--------|------------|---------|--------|------------|---------|--------|------------|---------|--------|------------|
| 18 TCHs                       |        |            | 17 TCHs |        |            | 16 TCHs |        |            | 15 TCHs |        |            | 14 TCHs |        |            | 13 TCHs |        |            |
| Male                          | Female | Undeclared | Male    | Female | Undeclared | Male    | Female | Undeclared | Male    | Female | Undeclared | Male    | Female | Undeclared | Male    | Female | Undeclared |
| 33                            | 17     | 0          | 4       | 2      | 0          | 5       | 8      | 0          | 3       | 7      | 0          | 3       | 16     | 0          | 19      | 31     | 0          |

Please provide us with your sessional average hourly rate: \$73.34

|               | Total Headcount | Total # of TCHs |             |            |             |
|---------------|-----------------|-----------------|-------------|------------|-------------|
|               |                 | Male            | Female      | Undeclared | Total       |
| 18 TCHs       | 50              | 594             | 306         | 0          | 900         |
| 17 TCHs       | 6               | 68              | 34          | 0          | 102         |
| 16 TCHs       | 13              | 80              | 128         | 0          | 208         |
| 15 TCHs       | 10              | 45              | 105         | 0          | 150         |
| 14 TCHs       | 19              | 42              | 224         | 0          | 266         |
| 13 TCHs       | 50              | 247             | 403         | 0          | 650         |
| <b>TOTALS</b> | <b>148</b>      | <b>1076</b>     | <b>1200</b> | <b>0</b>   | <b>2276</b> |