

June 7, 2000

Report on the Criteria for the Determination of Teaching Workload for Members of the Department of Visual Arts, Faculty of Fine Arts.

Normal Teaching Load

The "normal teaching load" for members of the Department of Visual Arts is 3 full courses. In a few cases, teaching workload is reduced as a result of administrative release time;

- (1) Chair of the Department receives a 2 course (12.0 cr) release
- (2) Graduate Directors each receive a 1 course release

There is no formal consideration given to any of the following activities [as listed in Article 18.08.1 on page 74 of the 1999-2001 collective agreement]:

- (a) Course direction and co-ordination;
- (b) Class size and total student load;
- (c) Course levels;
- (d) The nature of the course (e.g. writing intensive or critical skills components, Foundations);
- (e) Mode of delivery;
- (f) Advising or equivalents;
- (g) Graduate supervision, including but not limited to supervision of dissertations, theses or equivalents;

There is no **formal** recognition of course related responsibilities such as:

- (h) Tutorial, lab, or studio direction or equivalents;
- (i) Supervision of tutors, marker/graders or equivalents;
- (j) Marking/grading responsibilities or their equivalents;
- (k) Course preparation, including extraordinary course preparation such as new courses, "short notice", preparation of courses delivered by alternate modes, and for courses which are cancelled;
- (l) Supervision of seniors essays or their equivalents;
- (m) Directed reading courses [including creative production or independent study courses]

Undergraduate and Graduate Teaching

Not all members of the department participate in graduate teaching and supervision. Those who do so receive no recognition of this in the assignment of teaching load (see attached list of types and weighting of graduate supervision in the two graduate areas, MFA and MA).

Four faculty members are joint-appointed to other departments or faculties. In three cases, the home faculty is not Visual Arts. These faculty members teach the regular load of their home department or faculty [Atkinson, Education, Dept. of Economics, Schulich School of Business], which in some instances is 2.5 courses.

Art History Faculty:

Art History Sector faculty members generally teach a full load of courses ranging from first year to fourth year undergraduate, and graduate teaching [either seminar format or courses cross-listed with fourth year undergraduate]. Many Art History faculty members also supervise MA students or participate in a variety of graduate supervision roles.

Studio Faculty:

Studio faculty generally teach a full load of courses ranging from first year to fourth year undergraduate. Many Studio faculty also supervise MFA students or participate in graduate committees. The "normal teaching workload" for Studio faculty is 3 full courses. The number of hours per class was reduced slightly from 6 hours to 4 hours in 1990/91.

One Time Only (OTO) Course Release

Some course offloads have been given to individual faculty members during the past three years on a specific, one-time-only basis. These generally arose in an opportunistic fashion and were generated from funding derived outside of the allocated budget, eg. when a teaching offload grant became available for certain kinds of course development. There appears to be no model in place for assigning course release.

History of Teaching Load in recent years:

Due to the severe budget cuts of the early 1990s, teaching workload has increased significantly in the department and continues to impact all faculty members. The specifics of the shifts are outlined below.

Studio Faculty:

Before 1992, course release was regularly given for one faculty member who taught the graduate MFA seminar and did a substantial amount of supervision of 1st year MFA graduate students. Now the course is taught by the MFA graduate director. Otherwise, no offloads were ever given for supervision in the MA or MFA graduate program.

Between 1992-95, large format, lecture/lab courses were introduced in the Studio Sector. Some classes went from 20 to 180, eg. VISA 2053.04. Studio faculty taught a 1 hour lecture and two 3 hour labs each and supervised the studio instructors for as many as 10 more labs. (i.e., there might be as many as 12 labs in a course). Previously, there was no such format. During this time, contact hours were 7 hours -- 2 labs at 3 hours each and one 1 hour lecture. **Note:** In the first year of the new lecture/lab format, faculty were required to do the lecture and supervise one lab [but not teach it]. In the second year, they were required to do the lecture and teach a lab (3 hour labs) and supervise other labs. Now the situation is that the lecture has been eliminated - and faculty do one lab (4 hours) and supervise the other labs. Some faculty members received ad hoc ½ course offloads if it was the first time that he or she taught a large format course.

Upon the demise of the large format, lecture/lab scheme in 1994-95, an agreement between the Chair

and the Sector Co-ordinator resulted in increases in course enrollment that resulted in studio course caps changing from 20 to 24. A few of these course caps have been reduced for the 2000/2001 year but course quality has suffered, and teaching workload is higher overall than in 1991.

Art History faculty:

In 1991-92. changes were made to enrolment numbers and to the support given various art history courses (for instance, VISA 2560 was doubled in size, lost its TA, and gained partial marker/grader support). This was done in response to budget cuts which demanded economizing across the board, as well as an increase in FFTEs. These changes obviously impacted on the nature of the workload for a course director. This increase was implemented under an agreement that art history faculty members who were members of the Faculty of Graduate Studies would have a teaching load of 2.5 courses. The lower course load was only in effect for two years. When it was rescinded, the enrollments remained at the higher levels introduced in 1991-92.