

**PROFESSIONAL DEVELOPMENT & SCHOLARLY ACTIVITY COMPARISON CHART: November 2011**

**Schedule D**

LOCAL	DISTINCT SCHOLARLY ACTIVITY LANGUAGE	EDUCATION LEAVE	PD DAYS	PD FUNDS	SABBATICAL	NON-REGULAR ACCESS	RELEASE TIME
<p><b>01 CAPILANO UNIVERSITY FACULTY ASSN</b></p>	<p>N/A</p>	<p>10.4: Funding amt equals 2.6% of all regular salaries. Grant of up to 100% salary for paid educational leave. Based on seniority and eligible proposals.</p>	<p>6.9: Full duty load instructors: annually 2 calendar mos for teaching faculty, pro-rated for less than full-time.</p> <p>Non-instructional fac: 1 calendar mo. in single block of time, plus equivalent 1 month booked throughout duty period.</p>	<p>Annual grants (1/2 section each for 4 faculty in 2010) to conduct SOTL research related to Capilano.</p> <p>PD committee has \$80,000 fund for grants and workshops, and for PD Days, 2 weeks in May for all faculty.</p>	<p>N/A</p>	<p>Applications from non-regs are considered lower priority. Depends on available funds.</p>	<p>2 sections r for PD Chair to run committee and PD events.</p>
<p><b>02 THOMPSON RIVERS UNIVERSITY FACULTY ASSN</b></p>	<p>10.2: Tri-partite faculty assigned scholarship, teaching and service.</p>	<p>N/A</p>	<p>10.2: All teaching faculty expected to engage in PD as part of workload assignment.</p> <p>15.1.2.5: Lab faculty, instructional assts and support: 20 days annually.</p>	<p>Article 15.2: Tenure, tenure track, Continuing, Limited Term Contract: \$1400/2010, \$1450/2011, (increasing \$50 each following year).</p>	<p>14: Tenured faculty eligible for 12 mos after 6 yrs, 6 mos after 3 yrs; both at 80% of salary.</p> <p>PT tenured fac pro-rated (CA 15.2.3.1).</p>	<p>Continuing sessionals: \$500 annually.</p>	<p>1 FTE coordinator, Teaching &amp; Learning Ctr.</p> <p>1 course release for new tenure-track tripartite faculty.</p>
<p><b>03 FACULTY ASSN of the COLLEGE OF NEW CALEDONIA</b></p>	<p>0.5.2: Joint committee approves 3rd and 4th year. Nurse instructor 97 workload hours (of 510 annual hours).</p>	<p>13.3/13.5: Adjudicated faculty committee recommends to college president. Max 54 person mos at 60% of top of scale; 8-9 mos at 60%; 2-7 mos at 80%. (LOA pp 218-219.)</p>	<p>10.18: 20 days per yr. Approval: dean. Reports in fall. Adjudicated sessional: 2 days/mo. PT: 10% of contract.</p>	<p>13.1: Reg FT &amp; PT can apply for 90% of req - \$3000/yr; NR PT 90% - \$2000; PT 60% - \$1500; 2<sup>nd</sup> req Mar 31 funds permitting, reg FT &amp; PT - \$2000; NR PT - 1350; PT 1000.</p> <p>Group - 100%. Where there is a fee per individ in the group, fee forms portion of EE's annual allotment.</p> <p>Credential (Reg FT &amp; PT) 90% - \$8000.</p>			

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<p><b>04 DOUGLAS COLLEGE FACULTY ASSN</b></p>	<p>Research Ethics Board.                      Research &amp; Scholarly Activity (RSA) Policy.                      SSHRC &amp; NSERC funding available.                      \$60,400 to support applications to RSA Fund. Up to \$3,000/yr per person avail for research dissemination.                      3-4 one-section releases /yr avail for research from RSA Fund. Submissions received twice per year.</p>	<p>None, but 3-5 one-semester leaves/yr available thru Common PD Fund.                      Common PD Fund provided thru 0.6% of fac salaries.</p>	<p>One month/year accountable. Fill out a form.</p>	<p>\$500 per FT fac/yr, but area PD cttees determine eligibility, amt, carryover.                      Governance administers college-wide PD cttee with \$3000/yr for a PD program. Protection against any adverse finding by PD cttee re: job status.                      1.00 FTE Fac Devt Coord, currently split between 2 fac: 0.75 for overall fac devel, 0.25 for SoTL. 1 FTE staff office coordinator. \$35,000 annual bdtg to run office, provide PD pgms &amp; services (not in contract).                      0.75 for Research &amp; Scholarly Activity coord.                      \$15,000 semi-annual budget to support semi-annual Prof Devt Day for all employees.                      \$8,000 per yr Health &amp; Wellness funding to Employee Relns to offer mental health workshops to all EE groups in the college community (not in contract).</p>	<p>None.</p>	<p>Pro-rated PD fund/days.</p>	<p>3-4 section releases per year awards.                      Common fund leaves – 3-5 one-semester leaves annually.</p>

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<p><b>05 KWANTLEN FACULTY ASSOCIATION</b></p>	<p>No.</p>	<p>15: Fund = 2.1% of regular salary and benefits.</p> <p>13: \$550 per FTE for all regular FTEs.</p> <p>Eligible faculty. Adjudicated by fac. cttee. Leaves for 6 mos or 12 mos at 80% of salary.</p>	<p>13: 21 days, report at end of year, approval in advance for 4 or more consecutive days.</p>	<p>13: \$550 per FTE for all fac FTEs. All fac eligible to apply to PD cttee. Individual requests not capped. Approval based on funds available.</p> <p>16.04 – Personal PD Funds: Regular and Non-reg Type 2 fac members entitled to \$100/yr for personal PD funds (in addn to regular PD funding). These funds spent at sole discretion of ind fac member. (Some members, e.g., spend funds on software, internet, books, etc.) Fac fill out exp claim forms, attach receipts, submit to the Fin Dept for reimbursement.</p>	<p>No.</p>	<p>Sessional Faculty are entitled to PD funds on a pro-rated basis.</p>	
<p><b>06 COLLEGE of the ROCKIES FACULTY ASSN</b></p>	<p>No.</p>	<p>5.4.4.3: 40% of total annual salary and benefits paid to regular FT employees at top of scale; fac cttee administers. 1 leave at 80% every two years.</p> <p><i>Unassisted leaves, employer discretion – NOT IN CONTRACT.</i></p>	<p>5.2.4.1: 20 days per year. Normally May - August. One common PD day during Reading Break (Spring).</p> <p>10 non-instructional days in contract.</p>	<p>5.4.4.2: 0.64% of total fac salaries for previous fiscal year. \$2000 max per yr with max of \$4000 in 4 yr period. Pro-rated for PT reg fac.</p> <p>FD Cttee: 6 fac + 1 staff devt officer. \$2000 must pay for Faculty Devt Day. Unused \$ carried over. Fac cttee administers.</p>	<p>No.</p>	<p>Auxiliaries entitled to PD funds in the amt of 3% of prev year's earnings; if less than \$400 then non-reg can bank funds for 2 years. Term employee elig. prorated on length of term and workload.</p>	<p>Faculty Development Coordinator 20% release.</p>

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<p><b>07 UNIVERSITY of the FRASER VALLEY FACULTY &amp; STAFF ASSN</b></p>	<p>Yes. Course releases available by application to Joint Professional Development Committee.</p>	<p>Staff, after 3 years, 16 to 90 day leaves; staff, after 5 years, 91 to 200 day leaves; faculty or staff, after 3 years, 16 to 200 day unassisted leaves, can be exchanged at full pay for up to 200 days.</p>	<p>20 days.</p>	<p>1.6% of salaries for PD activity or time. \$1500 per year for all FT employees (otherwise a prorated amount is calculated). Unused money does not carry-over to next year.</p> <p>Employees can access 2 years' funding (\$3000) in single lump sum if application is made at the beginning of the 2-year period.</p>	<p>Faculty, after 7 years, for research, education, or professional endeavors.</p> <p>Sabbatical release for 4 mos (1 semester) full time. When combined with non-teaching semester (PD + vacation time), total release time from teaching duties is 8 months.</p> <p><i>[Note: there are also pure research sabba-tical semesters, hand-led through separate Research Cttee.]</i></p>	<p>Non-regular faculty have prorated access to PD funds based on contracts for the fiscal year in which activity is taken (e.g., eligibility to attend summer conference is based on contracts for following Fall/Winter).</p> <p><i>[Note: this is under discussion as a bargaining issue for 2010.]</i></p>	<p>Schol Act release for one course/yr. Consecutive releases possible, not guaranteed; priority goes to applicants who have not had a release in prev year. In place of personal release, fac may apply for equiv \$ amt to fund student research assts.</p> <p><i>[Note: there is also a "Research Option" release, for 1 course /yr, handled through separate Resrch Cttee, carries expectation to be ongoing for 3 years to enable sustained work.]</i></p>
<p><b>08 VANCOUVER ISLAND UNIVERSITY FACULTY ASSN</b></p>	<p>Provide at least 2 sections release/yr to regular fac to stimulate scholarly research.</p> <p>Award research grants up to \$1000 per applicant to support schol research by regular or temporary faculty.</p> <p>Award funding to temporary faculty for conference attendance.</p>	<p>Awarded on application to Assisted Leave Cttee. 8.5 FTEs are available annually.</p>	<p>Regular instructional faculty normally get May 1 - June 15. Regular non-instr faculty get 10 days as long as no replacement req'd. Non-regular faculty get no PD time.</p>	<p>\$1000 per year for full-time faculty – prorated for part-time. No application required. Funds left unspent are paid out as taxable salary.</p> <p>A total of \$4500 is available for campus-wide PD events, on application to PD committee.</p>	<p>N/A</p>	<p>As of April 1/07 PD funding for non-regulars has been rolled into salaries.</p>	<p>One section per year for Chair of the PD Cttee.</p>

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<p><b>09 OKANAGAN COLLEGE FACULTY ASSN</b></p>	<p>Article 17.1 (Duties and Resp of Fac): "... the professional roles and responsibilities of a faculty member include an awareness of current scholarship and continuing mastery in one's field ..."</p> <p>Article 17.1.4.1 (Defn of Scholarly Activity): "Scholarly activity shall be understood to include scholarship, research and creative activities. Scholarship involves oral or written activities that reflect a thorough and critical collection of knowledge of one's profession or discipline. Research involves contributing to the expansion of knowledge and the sharing of that knowledge through appropriate professional means. Research includes application of research findings for purposes of practical application. Creative activities involve creative practice, exhibition, performance, composition, multimedia presentations and other similar activities that reflect applied practice of one's profession or discipline."</p>	<p>Article 23: Available for up to four months with full salary/benefits. Requires application to designated supervisor and department.</p>	<p>N/A</p>	<p>Article 22: PD funds available to continuing fac. Funded by 2 sources: college pays 0.6% and the FA pays 0.1% for each eligible employee based on Step 1 of salary scale.</p> <p>The actual amount available for each employee is not in the contract, however, as a guideline, the college awards a max grant of \$2000 every two years per continuing fac member. Group PD is also available and unrelated to individual applications.</p> <p>Article 37.8: In addn to PD, fac can also apply for grants-in-aid which support "research, scholarly and creative activity". Size of the fund is at discretion of the college. Current guidelines say that the max grant is \$2000 - faculty can apply twice a year.</p>	<p>Article 24: Extended Study Leave is available to fac who have held continuing appt for at least 5 years since initial appt or previous ESL. ESLs are available for either 6 or 12 months at 70% of salary. Funded by an annual budgetary provision of 3% of total salaries of continuing fac.</p>	<p>Term fac do not have access to PD funds, but they do have access to grants-in-aid.</p>	<p>The college funds an unspecified number of section releases for scholarly activity.</p>

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<p><b>10 SELKIRK COLLEGE FACULTY ASSN</b></p>	<p>None formally recognized in the contract.</p>	<p>10.1: 1-2 FTE/year based on available funds, adjudicated. Eligible after 3 years, 75% salary.</p> <p>Unassisted leave [up to 2 mos] approval by COL president (10.2).</p> <p>8.3.17: voluntary workload reduction.</p>	<p>8.9: 22 work days can be banked for 2 yrs with prior approval of dean/administrator.</p>	<p>8.9: 2.0% on instructional salary for educational leave, special PD, tuition support, and short-term PD and group activities/workshops.</p> <p>Short term PD up to \$1500/yr, (documented follow-up) adjudicated. Restrictions in first year: related to instructional improvement; prorated to % of contract; must occur within contract period. Special PD \$2500 every 3rd year, i.e., 2 fiscal years between eligibility. More rigorous adjudication.</p> <p>Tuition support \$5000/year for 2 years, eligible after 3 full years.</p>	<p>None available.</p>	<p>After first 2 semesters have equal access.</p>	
<p><b>11 ACADEMIC WORKERS' UNION (NWCC)</b></p>	<p>No.</p>	<p>7.1: assisted: up to one year funds, very limited. \$32,800 per annum goes to the Assisted Leave Fund.</p> <p>7.2: Unassisted leaves up to 2 years.</p>	<p>20 days per annum. Approval: academic head and dean.</p> <p>Report in fall.</p>	<p>7.2.4: \$32,800 per year, \$1000 per full-time employee per annum with carryover. Part-time employees prorated. Screened, adjudicated, reported.</p>	<p>No.</p>	<p>Pro-rated.</p>	<p>No.</p>

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<p><b>12 CAMOSUN COLLEGE FACULTY ASSN</b></p>	<p>Included in PD funds.</p>	<p>15.05: Faculty with sick leave before 1988 may use it for Fac Development at rate of 1 day development for 2 sick days.</p>	<p>10.02: Teaching faculty 2 mos per yr. Non-teaching faculty 1 mo per yr.</p> <p>Fac teaching on quarter system: 1 quarter every 2nd yr.</p> <p>Must be part of scheduled devt plan, and approved by dean/ director. May be deferred. Report upon completion.</p> <p>Must be professional, instructional or organizational devt.</p>	<p>10.02: 1.5% of salaries for short-term PD activity and new fund 0.06% for long-term and in-house.</p> <p>Faculty cttee establishes guidelines and assesses requests. 3 categories: "short term" (\$3000 max annually); "long term" (tuition expenses or salary replacement); "in-house" course offerings for faculty.</p> <p>Guidelines online at: <a href="http://www.camosunfaculty.ca">www.camosunfaculty.ca</a></p>	<p>Not officially, but faculty can arrange deferred salary to facilitate a long-term leave or can combine deferred PD leave with current leave.</p>	<p>Pro-rated for short-term activities. Free access to in-house and pre-approved activities.</p> <p>Not eligible for long-term funding.</p>	<p>Chair has up to 0.25 FTE release.</p> <p>Support staff funded by Faculty Assn.</p>
<p><b>14 LANGARA FACULTY ASSOCIATION</b></p>	<p>N/A</p>	<p>23: 0.6% of total fac salary; either 6 or 12 mos at 80% of normal. Full salary. To qualify for Educ Leave fac member must have a regular contract and 5 FTE years of service. Candidates must submit written proposal and are interviewed by selection committee.</p>	<p>5.4: Instructional fac have 10 duty mos, which includes 2 mos of non-instructional duty. Application varies between depts; most primarily UT depts. Support 2 mos of self-directed PD – proposals submitted for approval, follow-up reports submitted.</p> <p>Most career program depts have 1 mo of dept duty and 1 mo of self-directed activities.</p>	<p>23: 0.9% of total fac salary goes to fac-run PD Support Fund (PDSF) Cttee. Cttee distributes funds to depts (approx \$300 per FTE) and to Research Cttee (for fac to request assistance with costs related to doing research). PDSF Cttee retains some funding for topping up PD expenses for faculty (max \$400 per person per year). All faculty (regular, term, FT, PT) have access to PD funds. Carry-over of funds is permitted.</p>	<p>N/A</p>		

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<p><b>15 VANCOUVER COMMUNITY COLLEGE FACULTY ASSN</b></p>	<p>No.</p>	<p>8.3: 2.75 FTE/fiscal yr (~22.5 mos); 70% salary; application to joint cttee; to get 4-12 mos must have 5 yrs and stay 3 yrs after; to get less than 4 mos, must have 2 yrs and stay 1 yr; only for regular faculty.</p>	<p>6.6: 20 days per yr. Time is pro-rated to time-status for PT instructors, and instructors need to work 8 mos to qualify for 20 days. Instructors who work 7 mos qualify for 15 days per yr, and instructors who work less than 7 mos do not qualify for PD days.</p>	<p>3 separate PD funds:</p> <p>(a) PD Funds – all fac who qualify for PD days can access this fund. \$240/yr for FT instructor, pro-rated to time status for PT 50% or more. If not all fac apply, there is poss. of some top-up dollars. Adjudicated by faculty cttee at each campus.</p> <p>(b) Adjudicated PD Funds – \$50,000 fund, can be accessed for activities costing up to \$1000. Preference given to applicants not receiving funding in previous yrs.</p> <p>Adjudicated by joint fac/admin cttee.</p> <p>(c) Common PD Funds – resulting from 2004-07 Common CA. 0.6% of fac salaries, which is about \$205,000 per yr. Fund covers activities costing betw \$1000 - \$3500 per yr. Rating system used to adjudicate appns by joint fac/admin cttee. Their recommendations must be approved by the VP Education.</p>	<p>8.11: Retirement Prepn Leave, up to 20 people, 3-12 mos, for regulars at least 50 ys old at top step or with 10 yrs service; \$1000 stipend with ER continuing pension premium; can be taken on half-time basis.</p> <p>8.12: Renewal Leave, up to 30 people per fiscal yr; usually 4-12 mos, for regulars at top step or 10 yrs service; \$1200/mo stipend. No paid sabbaticals.</p> <p>Instructors can participate in deferred salary savings plan to help self-fund renewal leaves.</p>	<p>Eligibility for PD funding is based on non-reg member working 7 mos or more at ½ time or more within a fiscal yr.</p>	<p>10 days for PD funds union rep.</p>

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<b>16 NORTH ISLAND COLLEGE FACULTY ASSN</b>	No.	<p>11.8: Unassisted leave: up to 1 yr with option to extend to 2. After probationary period.</p> <p>11.9: Exchange leave: up to 1 yr with option to extend to 2 at full pay and benefits.</p> <p>11.7.1: Assisted PD leave: 6-75 days at 100% pay and benefits. 3 yrs seniority.</p>	11.3: 22 days per year; scheduled normally in single block. Up to 12 unused days may be carried forward for one year.	<p>11.2: 1.5% of fac salary budget. 40% to in-service, i.e., "typical" activities; 60% to assisted PD fund. All unspent funds accrue to next year.</p> <p>11.4: Cttee - 2 fac, 1 administrator, 1 non-voting admin. Adjudicates all fund application.</p> <p>11.6: Approval: PD plan needed, approved by chair/dean.</p>		In the 2.5 yrs since sessional funding has ret'd, it appears sessional PD funds are here to stay. NIC pro-rates funds to sessional appts and this now has permanent status.	
<b>17 TRU OPEN LEARNING FACULTY ASSN</b>	No.	No.	No.	1.5% of total regular salaries, maximum of \$2,000 per annum per person.	No.	n/a	n/a
<b>19 NVIT EMPLOYEES' ASSOCIATION</b>	No.	No paid leave.	11.3.2: 20 days available each calendar yr for continuing fac to pursue professional devt activity subject to submission of a written proposal 1 month in advance - an annual report to be submitted by those fac granted such leave.	11.2.3: Employer will attempt to budget 1% of salary for continuing employees. PD funds shall not normally exceed \$1000 for fac and \$500 for staff annually. An addl 0.6% of salaries avail. for fac PD thru Common CA.	No.	None.	None.

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<p><b>22 EMILY CARR UNIVERSITY OF ART &amp; DESIGN FACULTY ASSN</b></p>	<p>12.05: Faculty shall maintain their effectiveness within the institute through scholarly activity.</p> <p>18.02.9: Sabbatical leaves may be used for the following purposes: Scholarly research.</p> <p><i>[Not in CA but one of PD funds is called 'Scholarship + Research'.]</i></p>	<p>18.11: Educational leave granted for not less than 11 days and not more than 4 mos. Eligible after 2 years service. Apply to committee. Granted subject to available funds. Funded at 75% of salary. Report due upon completion.</p>	<p>Teaching faculty: 1 month during non-teaching period from last duty day of the spring semester to first duty day of fall semester. The rest of this period is paid vacation time.</p> <p>Non-teaching faculty (Librarians and Counsellors): Up to 20 working days per year taken at any time.</p> <p>Report due Oct 15th.</p>	<p>Scholarship + Research Fund with matching supplement from operational funds (result of friendly agreement by mgmt to boost S+R Fund).</p> <p>1. Pedagogy + Practice Fund: open to all faculty (reg and non-reg). Pro-rated on basis of FTE, non-competitive fund. Reg faculty may request advance up to 1 year's worth of allocation. Submissions approved as they received throughout the year (2007: \$355; 2008: \$430; 2009: \$500).</p> <p>2. Schol + Research Fund: open to regular fac only. Submissions 3x year, competitive fund. Applicants considered every 2 years due to small fund base \$12,000 yr.</p>	<p>18: 6 yrs of service, 12 or 6 mos sabbat. leaves are available to teaching faculty. 3 months available to non teaching faculty and can be combined with PD and vacation. Total of 42 months available from institn per year. Fac must apply for their leaves. 80% of annual salary paid during leave and health/welfare support maintained. Report and public presentation due upon completion.</p>	<p>Practice + Pedagogy Fund: Non-reg teaching eligibility: must have taught at least two prior semesters (as from Jan 1/06), or currently teaching a min of 40% at the time of request. Non-reg non-teaching fac eligibility: contracts that are minimum of 4 mos. Pro-rated based on teaching load.</p>	<p>None.</p>