

# HONOURS BACHELOR OF CREATIVE AND PROFESSIONAL WRITING

JANUARY 2020



# HUMBER

**Application for Ministerial Consent to the  
Postsecondary Education Quality Assessment Board**

## **Honours Bachelor of Creative and Professional Writing**

**Submitted by:  
Humber College Institute of Technology and Advanced Learning**

[www.humber.ca](http://www.humber.ca)

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2 Colonel Samuel Smith Park Drive  
Toronto, Ontario  
Canada M8V 4B6

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## SECTION 1: INTRODUCTION

### 1.1 College and Program Information

<b>Full Legal Name of Organization</b>	Humber College Institute of Technology and Advanced Learning
<b>Operating Name of Organization</b>	Humber College
<b>URL</b>	<a href="http://www.humber.ca">www.humber.ca</a>
<b>Proposed Degree Nomenclature</b>	Honours Bachelor of Creative and Professional Writing
<b>Proposed Program Location</b>	Humber College Lakeshore Campus 2 Colonel Samuel Smith Park Drive Toronto, ON M8V 4B6
<b>Contact Information</b>	<p><b>Primary Contact:</b> Kelly O'Neill, Dean Program Planning, Development &amp; Renewal Humber College Institute of Technology and Advanced Learning 205 Humber College Blvd. Toronto, ON M9W 5L7 416.675.6622 x 5142 <a href="mailto:kelly.oneill@humber.ca">kelly.oneill@humber.ca</a></p> <p><b>Site Visit Coordinator:</b> Erin Gray, Program Development Consultant Humber College Institute of Technology and Advanced Learning 205 Humber College Blvd. Toronto, ON M9W 5L7 416.675.6622 x 4302 <a href="mailto:erin.gray@humber.ca">erin.gray@humber.ca</a></p>

## 1.2 Executive Summary

**Proposed Credential Nomenclature:** Honours Bachelor of Creative and Professional Writing

### Program Overview

For decades Humber has been regarded as a great centre for creative writing. Seated in the Faculty of Media and Creative Arts, the [Humber School for Writers](#) features among its visiting faculty some of the world's best-known writers in English, including Margaret Atwood, Carol Shields, Timothy Findley, Mordecai Richler, Martin Amis, Peter Carey, Roddy Doyle and Edward Albee. The school has helped launch the careers of such notable Canadian authors as Nino Ricci, Vincent Lam and Anthony de Sa. More than 500 of our graduates from the Summer Workshop in Creative Writing and the one-year Graduate Certificate in Creative Writing have gone on to publish books, some of which have won the Giller Prize, the Governor General's Literary Award, the Trillium Award and other great honours.

In 2015 the Faculty of Liberal Arts & Sciences and Innovative Learning (FLA) launched a graduate certificate in Professional Writing and Communications. This program provides students with the core practical and transferable skills they will be expected to employ in a wide variety of professional writing and communications sectors.

Humber leverages the expertise of both the Faculty of Media & Creative Arts (FMCA) and the Faculty of Liberal Arts & Sciences and Innovative Learning (FLA) in the creation of this Honours Bachelor Degree in Creative and Professional Writing. The program reflects Humber's commitment as a leader in polytechnic education by developing innovative, interdisciplinary programs that provide students with both an applied and a liberal arts education. It also aligns with the province's focus<sup>1</sup> on supporting arts and culture while contributing to continued economic development<sup>2</sup> and entrepreneurship<sup>3</sup>.

Unlike existing programs at Humber in creative and professional writing that are intended for credentialed learners, this program is intended for promising young writers who seek to develop their craft in the creation of fiction, non-fiction, poetry or scripts, while honing their skills in professional writing. As demonstrated by the increasing enrolment in secondary courses focused on creative writing—specifically *Writer's Craft*—there is significant interest in creative writing amongst secondary school students. This interest in the development of writing skills continues into the post-secondary environment. Institutions, especially in the US and the UK, have seen consistent growth in this area.

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<sup>1</sup> Ontario Boosting Support for Thriving Arts and Culture Sector: Major Funding Increase Will Create Jobs and Strengthen Communities <https://news.ontario.ca/opo/en/2017/08/ontario-boosting-support-for-thriving-arts-and-culture-sector.html>

<sup>2</sup> Ontario Arts Council Report [https://www.arts.on.ca/oac/media/oac/Publications/Research%20Reports%20EN-FR/Pocket%20and%20Quick%20Stats/OAC020\\_Arts\\_Brochure\\_FINAL\\_03\\_EN\\_FINAL-s.pdf](https://www.arts.on.ca/oac/media/oac/Publications/Research%20Reports%20EN-FR/Pocket%20and%20Quick%20Stats/OAC020_Arts_Brochure_FINAL_03_EN_FINAL-s.pdf)

<sup>3</sup> Ministry of Heritage, Sport, Tourism and Culture Industries – Grant and Award Opportunities [http://www.mtc.gov.on.ca/en/awards\\_funding/funding.shtml](http://www.mtc.gov.on.ca/en/awards_funding/funding.shtml)

Unlike students in traditional creative writing programs, graduates of Humber's program will emerge with the skills and knowledge required to lead artistic and practical lives in the field of applied communications. Such writers are highly adaptable and employable, prepared for careers in the communications departments of companies and government organizations, in print and on-line publications, and as freelancers.

The curriculum for this program is shared between the Faculty of Media & Creative Arts, and the Faculty of Liberal Arts & Sciences and Innovative Learning; where possible, it also leverages existing curriculum from our Faculty of Business. Students will take courses in semesters one and two that are shared with three other degree programs in the Faculty of Media & Creative Arts. This common platform of media and creative arts courses provides students with exposure to fields outside their discipline, as well as an opportunity to learn and explore with a variety of students in a truly interdisciplinary environment.

Courses range from creative writing workshops, to literature as it relates to the craft of writing and demonstrates literary forms and genres, to writing for new media, to professional writing applications, to the business of writing (marketing and advertising, freelance and self-employment, entrepreneurship). Program delivery is a blend of in-person classes and workshops, with hybrid and online courses.

Professional communication skills are further refined by a mandatory work placement created by leveraging existing and evolving partnerships with such stakeholders as communications and marketing firms, departments in both public and private sectors, literary agencies and publishing houses. With the full support of the Program Advisory Committee, and with the support of other external institutions such as the University of British Columbia and the University of Victoria, the program fully aligns with several of Humber's strategic goals.

The program will culminate in an independent study/major project (e.g., draft of a full manuscript or play/film script, long-form journalism piece or government project proposal). These works can be showcased in our own [Humber Literary Review](#) and/or submitted for publication to [Humber Press](#), thereby further enhancing the reputation of the college as a leader in creative and professional writing.



## Degree Level Standards

Graduates of the Bachelor of Creative and Professional Writing degree will have the necessary skills and knowledge to work in the field of applied communications. This degree has been developed in collaboration with industry, academic and community partners to comply with the degree level standards. The differentiating features of this degree include:

- Students will acquire advanced knowledge of creative and professional writing principles and practices. These are introduced through the common platform writing courses and first semester Introduction to Creative Writing course, and developed through paired lecture and lab creative writing courses, market-responsive courses in writing for social media and other digital platforms, and a broad range of discipline electives in both creative and professional forms.
- Students will be required to formulate, sustain and defend critical arguments in response to exemplary works of literary and professional writing, as well as to personal works and works created by their peers.
- A final year Capstone Project developed through seminar consultation and faculty mentorship will challenge and improve students' writing skills and abilities in relation to the completion of a major work.
- Students will become effective communicators and professional writers equipped with the creative, responsive mindset today's shifting employment landscape requires.
- Students will learn to work in a broad scope of professional settings with a variety of organizations as part of their mandatory 420 hours of work-integrated learning.
- The program will produce highly competent professional writers while affording students the opportunity to develop creative writing craft in areas of specific interest.
- Students will study various schools of thought regarding creative and professional writing with a view to expanding their applicable knowledge base and level of workforce adaptability. This is further enhanced by the common platform delivery where students will learn and have access to a multitude of mediums for writing.
- Work-integrated learning experiences will provide students with the opportunity to build professional networks while acquiring and applying knowledge and skills in the real work environment.

## Program of Study

The program consists of 93 core and 27 non-core academic credits, as well as a total of 420 hours of supervised work-integrated learning experience. The first year of study shares seven of ten courses with three other Humber degrees: Bachelor of Digital Communications, Bachelor of Journalism and Bachelor of Public Relations. These shared courses are indicated in bold below. A capstone manuscript project is required in the final year of the program. The following table lists the sequence of courses:

## **Degree Transfer Credit and Advanced Standing**

Humber will offer diploma-to-degree transfer opportunities for qualified applicants of high-affinity programs. In particular, block transfers will be granted for graduates of the following programs that are delivered by Humber and other Ontario colleges:

- Journalism – Diploma and Advanced Diploma programs: entry into Year 2
- Media Communications Diploma: entry into Year 2
- Public Relations Diploma: entry into Year 2
- Professional Writing Diploma: entry into Year 3

Additionally, the Faculty of Liberal Arts & Sciences and Innovative Learning conducted a breadth analysis for the General Arts & Sciences – University Diploma program. Graduates of this diploma program will be given recognition for up to 18 credits (6 courses) of non-core learning to apply toward degree completion.

Humber anticipates an average of 5 transfer students starting in Year 2 and up to 10 transfer students in Year 3 based on block transfer arrangements. This average was determined based on comparison with the FMCA's Bachelor of Digital Communications (BDC) program. BDC receives an average of 7 block transfer students<sup>4</sup>. There are 3 block transfer pathways for diploma students into BDC. There are 4 proposed block transfer pathways for the Bachelor of Creative and Professional Writing.

## **Labour Market Analysis**

Arts and culture in Ontario directly contribute 25.7 billion dollars annually to the provincial economy which is 3.5% of Ontario's GDP<sup>5</sup>. There are more than 269,000 culture jobs in Ontario which represents 3.8% of total Ontario employment.<sup>6</sup> Currently 60% of writers and authors (NOC 5121) employed in Ontario work in the Toronto area. The job outlook is good for 2017-2021 for writers and authors in Ontario. It is anticipated that there will be 2000-3000 job openings for authors and writers in the 2017-2021 period.<sup>7</sup> Graduates from this program will look for employment in this and other occupational areas as outlined in Section 7 of this proposal.

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<sup>4</sup>Based on Block Transfer Enrollment Data collected by the Office of the Registrar for Academic Periods 2019/2020, 2018/2019, and 2017/2018.

<sup>5</sup> Provincial and Territorial Culture Indicators, 2010 to 2016 (product perspective), Statistics Canada, 2018

<sup>6</sup> [Ontario Arts Council Report](#)

<sup>7</sup> Data from EMSI and the Ontario Labour Market Job Profiles

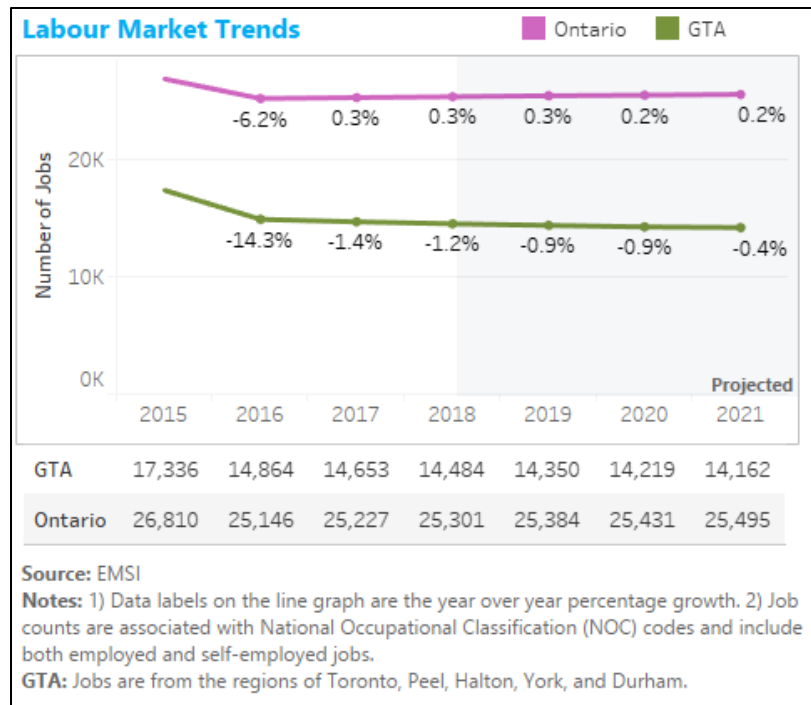


Figure 1. Labour Market Trends. The number of jobs in both the GTA and Ontario have gradually decreased since 2015, but are projected to remain steady in 2020 and 2021.



Figure 2. Job Outlook, Median Income and Top Location. The job outlook for creative writers is expected to be average between 2017-2021 and earn a median income of \$54,124. 60% of creative writers are employed in Toronto.

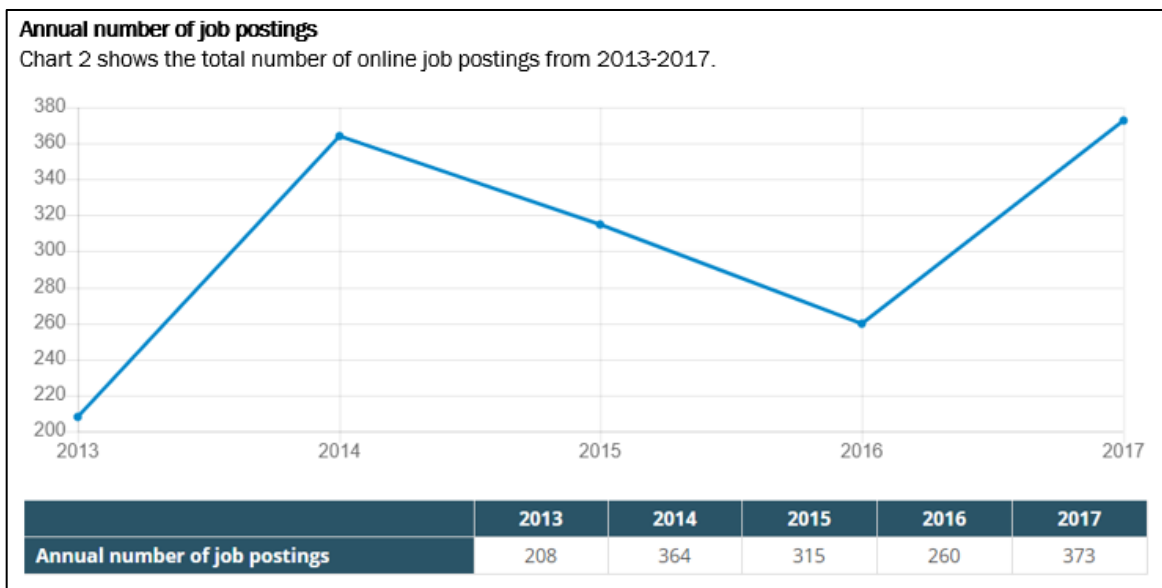


Figure 3. Annual Number of Job Postings. The annual number of job postings for creative writers has remained stable since 2013.

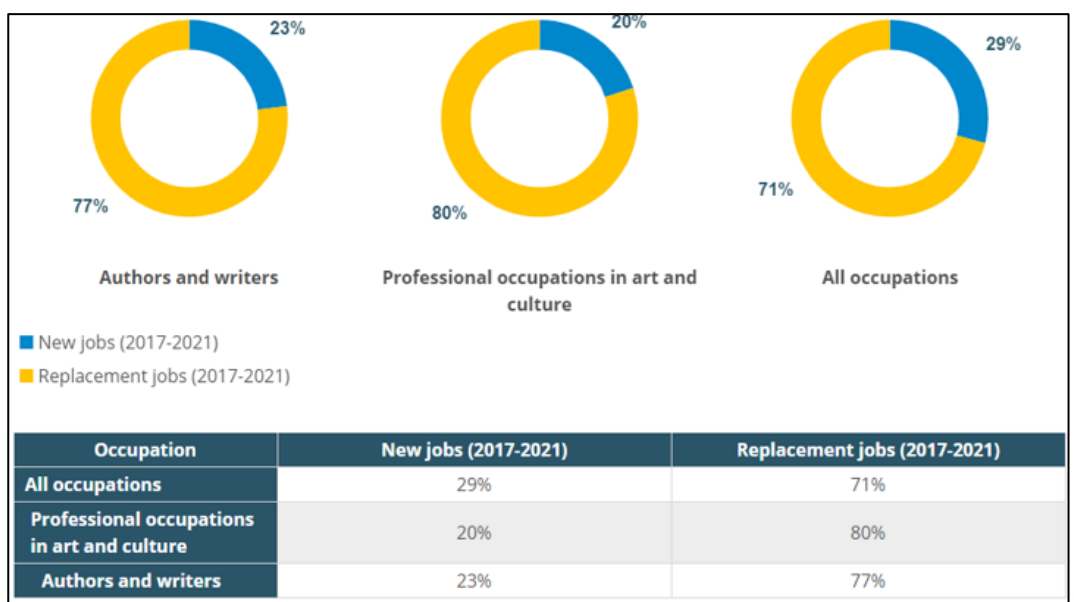


Figure 4. Percentage of New and Replacement Jobs. The amount of replacement jobs available are expected to be greater than new jobs for authors and writers, as well as professional occupations in art and culture.

<sup>8</sup> EMSI: Labour Market Analytics, January 2019

<sup>9</sup> EMSI: Labour Market Analytics, January 2019

## Student Demand

Over the past several years, the study of creative writing has outpaced the study of English at US universities<sup>1011</sup>. In Canada, UBC and the U of Calgary, for instance, now offer BFA, MFA and PhD programs in creative writing. No Ontario college or university has a degree of the kind Humber is proposing to offer (Appendix 9). Degrees in English and Professional Writing exist as standalone programs (York University), as do fine arts degrees in Creative Writing (University of Guelph MFA). The only comparable degree that attempts to marry the creative art of writing with practical, vocational skills is [Sheridan's Baccalaureate in Creative Writing and Publishing](#) (2014 launch), which receives approximately 60 applications per year. The Sheridan program curriculum is weighted heavily toward providing graduates with publishing industry skills and training. Our program, with its focus on creative and professional writing, will be fully adaptable to a variety of industries and positions, and will position our graduates for immediate and continued success.

It is anticipated that the majority of students entering the program will be direct from high school. *Writer's Craft* (EWC 4C and EWC 4U) is a grade 12 elective course that emphasizes knowledge and skills related to the craft of writing. Between 2011-2016, an average of just under 15,000 grade 12 high school students per year elected to take this course.<sup>12</sup> This indicates a significant secondary school student population expressing interest in creative writing. This interest in the development of writing skills continues into the tertiary system. This is a market we have not yet tried but one where others, especially in the US<sup>1314</sup> and the UK<sup>1516</sup>, have seen consistent growth. Anecdotally, Humber representatives at the November 2018 Humber Open House indicated at least 5 separate occasions during the event that either a high school student or parents asked about a writing degree.

Students from the Faculty of Liberal Arts & Sciences and Innovative Learning and the Faculty of Media and Creative Arts<sup>17</sup> were asked to complete a survey regarding their potential interest in the proposed Bachelor of Creative and Professional Writing. A total of 77 students from five programs in their first, second and third year of study completed the survey. From the survey, 72% of respondents agreed or strongly agreed that they would be interested in learning more about creative and professional writing as a field of employment. Of the 58 students that completed the series of statements regarding their career/academic interests and plan, 75% (N=43) indicated that they plan to continue studying after they graduate, 64% (N=37) believe the proposed program will advance their career opportunities,

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<sup>10</sup> <https://www.ade.mla.org/content/download/98513/2276619/A-Changing-Major.pdf>

<sup>11</sup> <https://www.insidehighered.com/news/2018/07/18/new-analysis-english-departments-says-numbers-majors-are-way-down-2012-its-not-death>

<sup>12</sup> Based on Ontario Secondary School Enrollment Data (2011-2016)

<sup>13</sup> <https://apnews.com/286ad20c060f4e57b545d1dcd5793c44/demand-booming-college-campuses-creative-writing>

<sup>14</sup> [https://d3fmgxfzuxge2.cloudfront.net/pdf/AWP\\_GrowthWritingPrograms.pdf](https://d3fmgxfzuxge2.cloudfront.net/pdf/AWP_GrowthWritingPrograms.pdf)

<sup>15</sup> Rise of Creative Writing <https://www.nawe.co.uk/DB/current-wip-edition/articles/the-rise-of-creative-writing.html>

<sup>16</sup> <https://uknow.uky.edu/content/video-uk-creative-writing-programs-growing-national-prominence-builds-long-legacy-excellence>

<sup>17</sup> At time of survey, before reorganization

and 43% (N=25) said that they have actively searched for writing programs similar to the one proposed. The full survey report can be found in Appendix 14.

## **Employer Demand**

Humber distributed an employer needs survey in January 2019 and gathered information from local employers (Appendix 10). The majority of respondents to the survey indicated that they employ personnel with similar skills and credentials to those that will be acquired by graduates from the proposed program, and anticipate that the number of positions within their workplace requiring similar skills/credentials to those offered by the proposed program will increase over the next 5 years. Almost every respondent to the survey indicated a need in their workplace for personnel with the characteristics acquired by graduates from the proposed program. Of all respondents, 75% indicated that the need for personnel with these skills will either stay the same or increase over the next 5 years. The full survey report can be found in Appendix 10.

## **About Humber**

Established in 1967 by the province of Ontario, Humber College Institute of Technology & Advanced Learning is a leading Canadian postsecondary educational institution. The college offers polytechnic education and a full range of programming that is responsive to the needs of government, students and industry and community partners.

Humber is one of the largest colleges in Canada and enrolment continues to grow due to new programming and increased demand. Currently the three campuses serve over 30,000 full-time students and thousands of part-time learners. The college processed more than 48,000 full-time applications in fall 2019<sup>18</sup>. The student population includes international students from more than 125 countries across the globe, and reflects the diversity of the communities the college serves.

Humber is proud to offer more than 180 full-time programs in a wide variety of disciplines. Credentials include apprenticeship training, certificates, diplomas, degrees and graduate certificates. Approximately one quarter of all college degree students in the province study at Humber, taking advantage of 28 degree programs. The college also has an active apprenticeship program with enrolment reaching approximately 1,800.

Humber's commitment to partnerships has been long-standing and successful. The collaboration with the University of Guelph sees over 4,300 students enrolled in seven joint programs combining the best of a university and polytechnic education. In addition, through a partnership with the University of New Brunswick, Humber delivers a four-year Bachelor of Nursing degree, the largest nursing program of any college in Ontario. Both Humber's [Creative Writing – Fiction, Creative Non-fiction, Poetry Graduate Certificate](#) and [Professional Writing and Communications Graduate Certificate](#) have pathways to the MA in Creative and Critical Writing (distance) with the University of Gloucestershire.

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<sup>18</sup> Ontario College Application Service (OCAS) Data Warehouse, December 2019

The college's partnerships extend beyond Canada. Through the International Development Institute and academic faculties, Humber delivers joint programming internationally, providing opportunities for faculty, staff, and students to engage in research and development activities across the globe. Humber was the first Canadian board member of the prestigious League for Innovation—an international organization dedicated to excellence in education and training in community colleges—and is a founding member of Polytechnics Canada, an association of Canadian postsecondary institutions committed to producing career-ready graduates based on the polytechnic model of education.

Humber College (Canada), Otago Polytechnic (New Zealand) and VIA University College (Denmark) signed a three-way agreement establishing the Global Polytechnic Alliance (GPA). The GPA provides new learning and collaborative opportunities for students and staff while strengthening the understanding of the benefits of polytechnic education across the globe.

This alliance increases opportunities for students at each institution to gain international experience and develop intercultural skills. Students have the opportunity to participate in three-way mobility through summer programs, on-line collaboration and semesters abroad.

Beyond the classroom, collaborative research initiatives will enhance teaching and support services at the three institutions through informed practice. Applied research initiatives will strengthen ties with industry globally and the three institutions will collaborate on education consultancy services to new and emerging polytechnics globally.

### **About the Faculty of Media and Creative Arts**

Humber's Faculty of Media and Creative Arts (FMCA) offers the most comprehensive mix of media, arts and communications programs in Canada. With 48 [full-time programs](#), 5 [continuing education certificate](#) programs and 26 [standalone courses](#), the Faculty specializes in storytelling of all forms: journalism and writing; film, acting and television; advertising and public relations; interaction design and animation; music and fine arts. Live Labs and work-integrated learning opportunities complement the industry-specific business skills that are woven through each program. Above all, our graduates are collaborative, highly skilled, career-ready professionals with the creative aptitude, entrepreneurial ability, and resourcefulness needed to lead and innovate wherever the story takes them. FMCA is also home to the Humber School for Writers, which offers workshops and distributed learning opportunities for graduate certificate in Creative Writing, and an intensive six day summer writing workshop, of which more than 300 alumni have gone on to publish books with established publishing houses, with many more graduates finding success through self-publication.

### **About the Faculty of Liberal Arts & Sciences and Innovative Learning**

The Faculty of Liberal Arts & Sciences and Innovative Learning (FLA) plays a part in every Humber student's experience, whether the student is enrolled in one of its programs directly or through one of the five other Faculties at Humber. FLA offers courses in English, professional communications, math, literature, social sciences, humanities, science, and many more discipline areas that are at the core of a polytechnic education. The Faculty is

dedicated to providing opportunities to explore curriculum that will enhance academic, personal and professional life through a combined focus on an applied and liberal education. It is also committed to:

- Developing and delivering benchmark curriculum in the college system;
- Ensuring a high level of satisfaction with courses by providing curriculum that is relevant to the student's life and enriches and develops the student beyond the limits of his or her vocational studies;
- Supporting faculty in their efforts to remain current, creative and effective in the classroom; and
- Supporting applied research in the field of essential skills.

FLA programs include the following:

- Academic Upgrading: Certificate of Completion
- English for Academic Purposes: Ontario College Certificate
- General Arts and Science - College Transfer: Ontario College Certificate
- General Arts and Science - Technology: Ontario College Certificate
- General Arts and Science - University Transfer: Ontario College Certificate
- General Arts and Science - University Transfer: Diploma
- Pre-Health Sciences Pathway to Advanced Diplomas and Degrees: Ontario College Certificate
- Professional Writing and Communications: Ontario Graduate Certificate (\*more details below)
- Research Analyst: Ontario Graduate Certificate
- Teaching English as a Second Language (TESL): Ontario Graduate Certificate

Humber's Professional Writing and Communications graduate certificate program supports students as they learn and practice the craft of writing while building a professional portfolio. It provides them with the core transferrable skills they need to build a successful career in a variety of communications sectors. Building on foundational skills such as storytelling, drafting, editing, research, and mechanics, students become proficient at tasks in demand by today's workplaces including media writing, copy editing, proofreading and project management.

With a focus on writing for different audiences and purposes, as well as utilizing current technologies to maximize the impact of one's message, students are well-positioned to enter the workplace with the knowledge and skills needed to succeed as a professional writer/communications specialist across a variety of sectors. They also learn how to think strategically in preparation for taking on leadership positions within communications departments or starting their own freelance writing business. The program creates a community of writers and supports collaboration and critical review, as well as publication.

FLA also produces the bi-annual **Humber Literary Review** (HLR) to support the Can Lit scene: <http://humberliteraryreview.com/>.



The HLR has a successful subscription base and is distributed to stores and newsstands across the country by Magazines Canada. Work from the HLR has been featured in Best Canadian Poetry, Best Canadian Essays, and has been nominated for a National Magazine Award. Now in its seventh year of publication, the HLR is one of Canada's most well-respected literary magazines.

### **1.3 Program Abstract**

There can be no better option for today's emerging writer than to augment a passion for creative writing with practical professional writing skills. While the former stimulates the imagination and develops storytelling prowess, the latter ensures marketability in the broad and varied field of applied communications.

Through its innovative dual focus, the Honours Bachelor of Creative and Professional Writing seeks to inspire and engage students while preparing them to write clearly and convincingly across a multitude of evolving genres, platforms and venues. Students will graduate from the program as highly skilled, adaptable communicators equipped with in-demand knowledge and the creative, responsive mindset today's shifting employment landscape requires. They will be ideally positioned for careers in the communications departments of companies and government organizations, in print and on-line publications, and as freelancers. Moreover, those graduates who wish to undertake further study can progress to Master's level programs in creative writing, communications, media, humanities, English and related fields. Students will learn collaboratively in a variety of settings with the majority of classes delivered face-to-face in both traditional classroom and workshop style experiences. Curriculum delivery is also planned with one hybrid and two online courses.

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## SECTION 2: DEGREE LEVEL

**STANDARD:** The college program meets the Board's Baccalaureate/Bachelor Honours Degree Standard: depth and breadth of knowledge, conceptual & methodological awareness/research and scholarship, communication skills, application of knowledge, professional capacity/autonomy, and awareness of limits of knowledge.

This section will outline the program's unique features and how they align with PEQAB's Baccalaureate/Bachelor Honours standards. To ensure that each standard has been attained in each course and across the program, the program framework and courses were:

- benchmarked against comparable programs and courses
- developed by faculty members who are familiar with degree-level study in the field of practice
- mapped against program learning outcomes and the Ontario Qualifications Framework
- reviewed and approved by the Program Advisory Committee which includes members with expertise and experience in the fields of creative and professional writing
- developed in consultation with Humber's Program Planning, Development and Renewal office which manages the development and approval processes of all of Humber's degree level programs

### 2.1 Depth and Breadth of Knowledge

Program and course learning outcomes are geared to ensure that students graduate from the program well-versed in the theoretical, practical and cultural contexts relevant to the disciplines of creative and professional writing. Faculty and guest speakers active in their fields will keep students current with advances and trends across industry and community. A selection of genre-specific electives and a final capstone project will provide opportunities for in-depth development in an area of specialization.

Through core course offerings and discipline electives, students will acquire a solid grounding in the theory and practice of major fields of creative and professional writing, including but not limited to novel writing, screenwriting, annual report creation, ghostwriting and writing for social media. The program's innovative dual focus will ensure an integrated interdisciplinary approach, as will the first-year common course platform (shared with Humber's bachelor programs in journalism, digital communications and public relations) which will provide students with a skills and knowledge base applicable to these and other related disciplines. An array of breadth electives will further augment students' awareness and understanding of creative and professional writing in relation to such disciplines as gender studies, science, history, business, and fine arts. (See below for more on Humber College's breadth elective course offerings.)

Through a broad range of assigned reading/viewing/listening, lectures, class discussions, creative and professional writing assignments, instructor-facilitated peer workshops, work-

integrated learning and more, students will become adept at amassing, appraising and interpreting information. A required *Writers as Researchers* course and two courses focused on *Writers as Readers*, together with a cross-program commitment to incorporating primary and secondary research into assignments/assessments while fostering a practice of reading widely and critically, will serve to situate students' creative and professional writing practices within the overlapping and evolving traditions of creative and professional writing. The final capstone project will allow for a "deep-dive" into a chosen area of the discipline.

By their very nature, creative and professional writing range across boundaries between disciplines. (Consider a short story about a marine biologist, a podcast about tech start-ups, or an annual report for a women's shelter.) Close reading/viewing/listening and analysis of exemplary and peer works across genres, forms, platforms and venues will develop students' ability to compare the benefits and limitations of various creative and technical approaches. At the same time, students will learn to think critically and analytically in relation to their own written work and the untold texts they will encounter both within and beyond the program's dual disciplines.

Moreover, students will develop and apply skills and knowledge acquired outside the disciplines of creative and professional writing through first-year common platform courses in associated disciplines such as video/audio production, required courses in multi-media design and arts management, and a host of breadth elective course offerings (detailed below).

### **Breadth Elective Course Offerings**

Three breadth courses in the proposed degree are designated and six breadth (non-core) courses are free electives (two or more are to be at an advanced level). This breadth component represents more than 20% of the program as is required by PEQAB. More than one hundred breadth elective courses provide graduates with the skills, knowledge and awareness needed for future roles as professionals, citizens and members of the global community. These courses offer a perspective that encourages self-reflection and critique and provide new opportunities for a rigorous exploration of the relationships between self and others, social and political institutions, ethics and action, art and culture, and science and the natural world.

Breadth courses are designated as lower or upper level offerings based on the range of complexity represented in the course learning outcomes, the course content, and/or the requirements of the student, as reflected in the methods of evaluation.

[Humber's Degree Breadth Approval Committee](#) reviews, evaluates, and categorizes breadth courses to enable the implementation and maintenance of the Humber's degree program breadth requirements. The committee comprises faculty from each of the six academic Faculties, as well as a representative from the Program Planning, Development and Renewal department, who acts as a resource to ensure PEQAB compliance.

## **2.2 Conceptual and Methodological Awareness/Research and Scholarship**

Many of the methods, theories and techniques fundamental to the disciplines of creative and professional writing can be applied across genres and forms; for example, both the novelist and the copywriter must know how to engage readers and keep them reading, how to research, plan and outline a project, and how to shape and polish their prose. Students will graduate from the program with a developed awareness and understanding of methodologies relevant to these and other key aspects of the program's dual disciplines through the close study and creation of well-wrought, compelling written works.

As noted in [2.1](#), the program has been created with a fundamental commitment to incorporating research into coursework and developing a practice of reading widely and critically. As a matter of course, students will analyze current and long-standing exemplary works of creative and professional writing to understand and appreciate their intrinsic value, to acquire applicable techniques and strategies, and to broaden a sense of creative possibility. Students will look to the work of established writers to understand how they approach their process and practice, as well as how they solve the myriad problems and challenges encountered therein.

Meanwhile, the program's curriculum will allow for students to create and adapt original works across most of the major genres and forms of creative and professional writing – both those they are naturally drawn to and those with which they are initially less familiar. Moreover, through instructor-facilitated writing workshops, students will become proficient at evaluating and editing the work of their peers, and revising/refining their own work in response to feedback received.

## **2.3 Communication Skills**

Communication skills are fundamental to the dual disciplines of creative and professional writing; as such they will be central to all program offerings, including coursework and assessments, work-integrated learning, portfolio creation and the capstone project.

Over the course of the program, students will be required to write original works of merit for diverse audiences across a range of genres and forms. As part of this process, they will develop storylines, arguments and structures (narrative, dramatic, poetic, rhetorical) that are clear, coherent, accurate and engaging. Moreover, they will become adept at employing conventions of grammar, punctuation, spelling, usage and other key elements of style within the contexts of a variety of literary and professional traditions.

Though the instructor-facilitated writing workshop process, students will acquire skills in providing nuanced editorial feedback to their peers in oral and written form, and in contributing meaningfully to group discussions concerning the art and craft of refining and adapting original works.

Class discussions and assignments will strengthen oral and written communication skills by calling on students to respond thoughtfully and insightfully to assigned exemplary works in terms of art, craft, content and cultural context.

Students will further hone their oral communication skills through group and individual class presentations embedded in curriculum across the program, and through portfolio presentations to peers and industry professionals.

Additionally, in courses such as *Writers as Researchers and Social Media and Digital Storytelling*, learners will be taught how to conduct first-hand interviews, practicing these skills by interviewing live clients and members of the general public. Some of these findings will be turned into scripts for podcasts and videos, in which the students will first write the content, and then orally present their storylines for audio and video recordings.

In the *Community Engagement through the Arts* course, students will benefit from interacting with diverse groups belonging to the GTA public. Students will plan and teach writing workshops in collaboration with Story Planet, a nonprofit that provides creative learning experiences to under-resourced schools and communities. Part of this process will require that students adapt their content delivery and communication styles based on the needs and skillsets of myriad learners.

We also realize that training our students to create and deliver media content that is accessible and inclusive is an essential component of communicating with the widest possible audience, and an imperative skill for any communications specialist. As such, all BCPW students will complete the Faculty of Media & Creative Arts' *Making Accessible Media* course, a free six-module course that covers universal and inclusive design, live and closed captioning, described video, alternative text and more.

## **2.4 Application of Knowledge**

The complementary practices of analyzing exemplary works, providing substantive and detailed editorial input to peers, and revising original works in response to peer and instructor feedback will provide students with countless opportunities to employ and expand their knowledge of creative and professional writing. In reviewing and evaluating the work of established and peer writers, they will be required to judge works in light of accepted critical theories and methods, and to develop sound and convincing arguments in support of those judgements. Moreover, students will become adept at identifying weak or problematic aspects of a given work, as well as proposing possible alternative approaches and solutions.

As noted in [2.1](#) and [2.2](#) above, courses across the program will develop students' skills in conducting accurate, ethical and meaningful primary and secondary research. Depending on the nature of a course, sources may include first-hand interviews, poems, scholarly articles, short stories, marketing copy, virtual reality (VR) projects and more.

During the course of the program, students will engage in the hands-on application of knowledge via participation in a work-integrated learning experience (including cross-disciplinary projects developed in association with [Humber's Centres for Innovation and Centre for Entrepreneurship](#)), an online student-run literary and arts magazine, and a *Community Engagement Through the Arts* course that includes volunteer hours.

Most importantly, students will use knowledge acquired within and beyond the program's dual disciplines to create and adapt original written works. From the first semester courses *Introduction to Creative Writing* and *Writing Fundamentals* through to the final year capstone project, students will write their way toward a developed understanding of what it takes to live and work as a creative and/or professional writer. The completion of each written work, be it a play or a project proposal, will challenge students to identify, frame and solve multiple challenges, from creating unforgettable characters to structuring pitches that cannot fail to convince.

## **2.5 Professional Capacity/Autonomy**

The Bachelor of Professional and Creative Writing program has been developed to address specific foundational skills which provide a basis for students' professional and personal success. The program's integrated interdisciplinary approach, plus a commitment to industry/community relevance and the study and creation of works across a wide variety of genres and forms, will ensure that students graduate with the broad knowledge base and transferable skillset required to be successful both within and beyond the overlapping disciplines of creative and professional writing.

Through work-integrated learning, a dedicated *Business of Writing* course, interaction with guest speakers from industry/community and more, the program will provide in-depth instruction and coaching in the business and management of a writing career.

Students will acquire skills in collaborating with peers in a professional and productive manner through group assignments and instructor-facilitated writing workshops. Meeting workshop submission deadlines and providing meaningful editorial feedback for their peers will prepare students for interacting successfully with editors, directors and other publishing/production professionals. The work-integrated learning experience, along with presentations to peers and industry professionals, will further develop these core transferable skills.

Although the practice of creative and professional writing requires collaboration, much of the work is done alone. Throughout the program, students will develop self-motivation, demonstrating initiative and accountability by updating and maintaining an online portfolio independently. In addition, coursework will establish a reflective practice of assessing the extent to which one has achieved one's goals, and applying lessons learned.

In their final year, students will research, plan, outline and write a longer work under the direction of a faculty mentor, with editorial input from their peers. The completion of this capstone project will demonstrate a developed ability to solve problems and make decisions, as well as a consolidation and synthesis of knowledge and skills acquired over the previous six semesters.

Developed research skills and an established practice of reading widely and critically in relation to evolving cultural contexts will ensure that graduates of the program have the ability to keep current with trends and developments in industry, community and the world at large, and to update their learning accordingly. Those who wish to continue their studies

at the graduate level will be well placed to evaluate and choose from among programs in creative writing, communications, professional writing, media, humanities, and other related fields.

As an institution, Humber College is committed to upholding the values of academic integrity, including honesty, trust, fairness, respect, responsibility and courage. The program will reflect this commitment on every level, from faculty selection, to course creation and delivery, to student experience both within and beyond the classroom. As part of modelling fairness, respect and responsibility, the program will feature the study of a wide range of works, including previously underrepresented voices and emerging forms.

Through the *Community Engagement Through the Arts* course, students will explore the leadership role writers can play in community building and social change. The first-year common platform *Communications Law and Ethics* course will familiarize students with laws concerning copyright, libel and other pertinent issues, while instilling an ethical approach to the research, creation and distribution of written works. The *Writers as Researchers* course, along with cross-curricular research-based coursework, will fortify students' commitment to ethically sourcing, incorporating and crediting information in their written work.

As highly-skilled communicators who are adaptive, self-motivated, ethical, and socially aware, program graduates will be ideally positioned to contribute to the development of thriving economies and strong, healthy communities.

## **2.6 Awareness of Limits of Knowledge**

Writing demands a long apprenticeship; while writers can certainly show promise at an early age, there are no literary Mozarts. This program will provide students with the time and guidance required to engender a lifelong practice of reading, thinking and working like writers. As a matter of course, they will study exemplary works by established and emerging writers with a view to drawing inspiration and acquiring applicable strategies and techniques. At the same time, they will come to understand just how much it takes to create original written works of lasting value.

As students gain proficiency in the art and craft of creative and professional writing, they will necessarily become increasingly aware of the limits to their knowledge and ability. A sonnet may appear clean and simple from the outside, but it's only upon attempting to write a good one (and then another) that a writer discovers the many challenges of the form. The program will intentionally foster an awareness of these limitations through an emphasis on reflective practice and critique, analysis of cultural contexts, and, most importantly, a relentless pursuit of excellence.

The disciplines of creative and professional writing have undergone enormous changes over the past decade, due in part to the advent of new communications technologies, and the increasing prominence of previously marginalized voices. The literary canon is continually evolving, as are the styles and modes of expression favoured in professional writing. Through the study, creation and critique of written works across a wide array of genres, forms, platforms and venues, students in the program will identify and reflect upon the



historical, economic, educational and biographical forces that shape cultural and personal biases and tastes. Moreover, they will assess the nature and quality of their own reading and writing practices in light of this ongoing process of inquiry.

Through participation in a series of writing workshops and the completion of a major capstone project, students will reflect upon evolving patterns in peer and instructor feedback to evaluate areas of ability and potential improvement in their own work. Other courses will lead students through metacognitive self-assessments to determine strengths and potential barriers in relation to learning process and career options.

Ultimately, students' understanding of their own limitations, as well the ambiguity inherent to working within evolving systems, will serve as a major engine of this program and of the rewarding careers in creative and professional writing that will await our students upon graduation.

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## SECTION 3: ADMISSION, PROMOTION, AND GRADUATION

**STANDARD:** Admission, promotion, and graduation requirements are consistent with the Ontario Qualifications Framework and the postsecondary character of degree granting organizations.

The following outlines the PEQAB benchmarks related to admission, promotion and graduation and how they are met through Humber's [Academic Regulations](#):

### 3.1 Admissions

#### Direct Entry

As per [Academic Regulations](#) Section 5.1 to be eligible for admission, applicants must possess the following:

- Ontario Secondary School Diploma (OSSD) or equivalent including these required courses:
  - Grade 12 English (ENG4U or equivalent) with a minimum of 65%;
  - Five Grade 12 University or University/College (U or M) courses in addition to the course listed above;
- Overall minimum grade point average (GPA) of 65 percent.

#### Mature Students

As per [Academic Regulations](#) Section 5.1 to be eligible for admission as a mature student, applicants must:

- be at least 21 years of age on the first day of classes;
- not have graduated from secondary school;
- have been away from secondary school studies for at least two (2) years;
- not have previously attempted any postsecondary studies;
- possess the published secondary school subject requirements, or equivalents, and meet the minimum admission average of 65% based on these subjects
- submit official copies of transcripts for her/his secondary school grades, or any other academic work

### 3.2 Advanced Standing and Degree Completion

According to Humber's [2017-2020 Strategic Mandate Agreement](#) and the [2018-2023 Strategic Plan](#), Humber will aspire to be a receiving institution for students from across Ontario, acting as a provincial access hub by offering opportunities to students interested in accessing pathways to degree and graduate certificate completion.

To that end, Humber will offer diploma-to-degree pathway opportunities for qualified applicants of the following high affinity programs:

- Journalism Advanced Diploma (MTCU 62006)
- Journalism Diploma (MTCU 52006)
- Public Relations Advanced Diploma (MTCU 60243)
- Media Communications Diploma (MTCU 52009)
- Professional Writing Diploma (MTCU 52001)

These degree pathways have been clearly articulated and are based on detailed gap analyses (summarized below). Focusing on the academic integrity of the program, the analyses ensure that the degree level standard and program learning outcomes continue to be met by students admitted with advanced standing. These pathway opportunities will be available for graduates of the above programs delivered by Humber and other Ontario colleges delivered under the same MCU code:

Program Title	Credential	MTCU Code	Other Offering Institutions
General Arts and Science – University Transfer	Diploma	54701	Algonquin, Boreal, Cambrian, Canadore, Centennial, Confederation, Conestoga, Durham, Fanshawe, Georgian, George Brown, Humber, LaCite, Lambton, Loyalist, Mohawk, Niagara, Northern, Sault, Seneca, Sheridan, St. Lawrence, Fleming, St. Clair
Journalism	Diploma	52006	Cambrian, Conestoga, Durham, LaCite, Niagara, Seneca, Sheridan, St. Clair.
Journalism	Advanced Diploma	62006	Canadore, Centennial, Durham, Humber, Loyalist, Mohawk
Media Communications	Diploma	52009	Humber
Professional Writing	Diploma	52001	Algonquin
Public Relations	Advanced Diploma	60243	Boreal, Cambrian, Durham, Humber

The breakdown of core versus non-core credits awarded for each of these transfer options can be found in Appendix 1 – Degree Completion Credit Summary.

Applicants to degree programs who have undertaken previous full-time postsecondary studies in a degree, diploma or certificate level program will be considered as Transfer Student applicants. Criteria for consideration for admission of Transfer Students are determined by level of previous study and are outlined in Section 5.1 of the [Academic Regulations](#).

Specific guidelines for articulation and the awarding of transfer credit are outlined in Section 6.0 of the [Academic Regulations](#).

## Gap Analysis

The Honours Bachelor of Creative and Professional Writing program has been carefully sequenced, including a common year with three other degree programs in the Faculty of Media and Creative Arts, in order to allow graduates of the above mentioned diploma programs delivered at Humber and other Ontario colleges to be granted block transfer into the program with a minimum of disruption to the flow of courses. Outcomes based gap analyses for these pathways can be found in Appendix 2 along with the resulting sequence of courses required for degree completion for each of the pathways. A summary of the credit awarded to eligible applicants from the various diploma programs is provided below.

Diploma Program	MTCU Code	Min GPA	Credit Awarded	Entry Year	Study Time Remaining
General Arts and Science Diploma: delivered by Algonquin, Boreal, Cambrian, Canadore, Centennial, Confederation, Conestoga, Durham, Fanshawe, Georgian, George Brown, Humber, LaCite, Lambton, Loyalist, Mohawk, Niagara, Northern, Sault, Seneca, Sheridan, St. Lawrence, Fleming, St. Clair	54701	65%	18 non-core credits	1	Students will have reduced course load as a result of non-core credit awarded
Journalism Diploma: delivered by Cambrian, Conestoga, Durham, LaCite, Niagara, Seneca, Sheridan, St. Clair	52006	65%	33 credits awarded (18 core and 15 non-core credits)	2	6 semesters
Journalism Advanced Diploma: delivered by Canadore, Centennial, Conestoga, Durham, Humber, Loyalist, Mohawk, Northern	62006	65%	33 credits awarded (18 core and 15 non-core credits)	2	6 semesters
Media Communications Diploma: delivered by Boreal, Cambrian, Humber	52009	65%	33 credits awarded (21 core and 12 non-core credits)	2	6 semesters
Professional Writing Diploma: delivered by Canadore, Centennial, Fleming, St Lawrence	52001	65%	51 credits awarded (39 core and 12 non-core credits)	3	4 semesters
Public Relations Advanced Diploma	60243	65%	45 credits awarded (30	2	5 semesters

Boreal, Cambrian, Durham, Humber			core and 15 non-core credits)		
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### Breadth Gap

Aligned with PEQAB’s requirement for depth and breadth of non-core offerings, Humber's degree breadth offerings for degree programs is designed to contribute to the development of critical thinking, quantitative reasoning, and written and oral communication skills, and to allow students to engage in more than introductory level knowledge of the distinctive assumptions and modes of analysis in the following fields of study: Society, Culture and Commerce; Science and Technology; Arts and Humanities.

To be eligible for block transfer of credit towards degree breadth, general education courses must be assigned a minimum of 3.0 credit hours per course and not given credit consideration towards core degree programs of study.

Students are required to complete degree breadth at a ratio of 20%. It is therefore recommended that students be asked to complete the following number of non-core breadth courses based on the number of semesters required for degree completion:

For Block Transfer Students Who Need to Complete	Non-Core Breadth Requirements		
	Number of Courses	Level	Categories
4 Semesters of Study (excluding work placement)	Minimum of 4 non-core courses*	No more than 2 lower level breadth	Lower Level – in at least two categories
5 Semesters of Study (excluding work placement)	Minimum of 5 non-core courses*		Upper level – in at least two categories
6 Semesters of Study (excluding work placement)	Minimum of 6 non-core courses*		

### Humber’s General Arts and Sciences – University diploma program

As an exception to the above stated non-core breadth requirements, eligible students who pathway from Humber’s *General Arts and Sciences – University diploma program* to the proposed programs would receive recognition for six degree electives.

### Degree of Difficulty Gap

The gap analyses demonstrate mapping of the diploma program learning outcomes to the degree program learning outcomes and the degree level standards. Gaps in both knowledge and skills are outlined, and appropriate courses to address the gaps have been listed. The analysis provided the foundation for the proposed pathways and informed the recommended courses for degree completion. The gap analyses can be found in Appendix 2.

### 3.3 Prior Learning Assessment

Humber's [Academic Regulations](#), Section 6.11, Prior Learning Assessment and Recognition (PLAR), contains key policies and procedures for PLAR:

Humber strives to support the development of pathways for students and maximize student mobility. The primary purpose of recognizing previous post-secondary learning is to increase student access to post-secondary education at Humber by facilitating mobility within and between other recognized institutions and Humber. When possible, Humber will maximize a student's ability to satisfy program requirements through transfer credit and prior learning.

Applicants who can demonstrate knowledge and skills gained outside a formal education environment through work, volunteer, or other life experiences, may apply for Prior Learning Assessment and Recognition (PLAR), provided that the knowledge and skills correspond to a specific Humber degree program. The determination of competency and credits granted are determined by the Program Coordinator.

Generally applicants and students will be required to demonstrate skills and knowledge in one or more of the following ways:

- development of a portfolio (a collection of materials that documents skills and knowledge)
- demonstration of skills through role-playing or simulations
- written tests, oral tests, and/or structured interviews
- completion of assignment(s) or development of product(s) designed to demonstrate specific knowledge and skills in action
- challenge exam

Failed courses are not eligible for PLAR challenge. Humber reserves the right to determine the PLAR assessment method for a particular course. Credit for courses obtained through PLAR may normally replace no more than 50% of the course credits required for any degree program. Applicants who wish to apply for PLAR must submit a PLAR Application along with the required documentation and assessment fees. Applications are kept secure and confidential. Students are able to discuss the results of the PLAR assessment directly with their Program Coordinator. All information regarding PLAR and the application process is available to students through Humber's [transfer options webpage](#).

The institution:

- does not offer any credits for “life experience”, unless that experience is assessed for its appropriate learning value to the specific degree program.
- does not waive comprehensive examinations, academic reports, research projects, and/or theses, if these are standard requirements of the program.
- does not award advanced standing for more than 50% of the total number of the credits of the program based on prior learning assessment.

- requires that at least 50% of the individuals enrolled in a program at any given time are actively taking required elements of that program.
- requires students to complete required elements of a program that are not granted course credits through a prior learning assessment.

### 3.4 Promotion and Graduation Requirements

As per Humber's [Academic Regulations](#), Section 11.0, *Continuation of Study (Promotion and Progression)* and Section 13.0, *Graduation and Convocation*, students must meet the following requirements in order to graduate from a degree program.

- Promotion and progression requirements are based on the principle that students must achieve a cumulative program grade point average (CPGPA) of 65% to be eligible to graduate. Continuation of full-time study within a program is permitted provided the standards of academic performance listed below are met. Students who fail to achieve the minimum grades may be subject to probation or withdrawal from the program.
- Students must complete the program within 175% of the normal program duration. For example, a four (4) year program has a maximum completion time frame of seven (7) years. Failure to complete the program within the 175% time frame will require a student to apply for re-admission at which time the student's previous course work will be evaluated for currency and the student will be subject to the curriculum and graduation requirements in place at the time of readmission.
- Grades for acceptable performance and student evaluation rubrics are specified in each approved course outline.
- Students must have a 65% weighted overall cumulative program grade point average (CPGPA).
- Students must complete the following breadth course requirements to be eligible to graduate:
  - Students must take breadth courses at both the lower and upper levels.
  - Students must take a minimum of two lower-level breadth courses in two of the three categories.
  - Students must take a minimum of two upper-level breadth courses in two of the three categories.
  - Students must have taken a lower-level breadth course in a breadth category before taking an upper-level course in the same breadth category.
- Students must complete the breadth course requirements identified in the program of study.
- Students must have taken at least 25% of their credits for the program at Humber in order to satisfy residency requirements.
- Students must not have acquired more than 50% of the program credits through the Prior Learning Assessment and Recognition (PLAR) process.
- Students must satisfactorily complete the experiential learning requirement.

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## SECTION 4: PROGRAM CONTENT

The program offers current knowledge in the field of sufficient rigour, breadth, and depth to achieve the knowledge and skills identified in the Degree Level Standard.

### 4.1 General

The Honours Bachelor Creative and Professional Writing program was designed in consultation with faculty and professionals currently working in the field, and with insight from the program's Ad Hoc Program Advisory Committee (Appendix 15). Its content in both subject matter and program learning outcomes meet the degree-level standards as specified in PEQAB's Handbook for Ontario Colleges in the following ways:

- The non-core course component of the program meets PEQAB's standards where at least 20% of the curriculum credit hours are outside the field of study in order to further the student's breadth of knowledge.
- In terms of the curriculum quality and currency, the program has been thoroughly assessed by an ad hoc advisory committee composed of creative and professional writers, as well as communications and publishing professionals. The committee has commended the program for its comprehensive nature, balancing both creative and professional writing, while maintaining relevancy and recognizing the evolving Canadian marketplace for students interested in a career working for an organization or as a freelance writer in both creative and professional contexts.
- The proposed program aligns with the Bachelor's Degree: Honours level expectations of the OQF. In-depth research was also conducted to compare this program with other related diplomas and graduate certificate programs in Ontario for the purpose of assessing advanced standing and competitive advantage.

The program consists of a total of 120 course credits over four years, comprising 93 core credits, 27 non-core credits, and 420 hours of supervised work placement. A capstone manuscript is to be completed in the final semester of the program.

#### Humber-Seneca Polytechnic Partnership (HSPP)

In 2018, Humber and Seneca Colleges announced the [Humber-Seneca Polytechnic Partnership \(HSPP\)](#) to collaborate on enhancing and expanding learning opportunities as students begin, continue or complete their postsecondary education. The partnership's focus is to find opportunities to collaborate, rather than compete. The colleges have committed to consulting each other before designing new programs to avoid duplication and to identify potential pathways. Seneca offers the Journalism diploma program from which graduates may consider the degree completion pathway outlined in [3.2](#).

The Honours Bachelor of Creative and Professional Writing program is firmly grounded in the art, craft and professional application of writing as a creative and communicative act. The program explores a wide range of creative forms, including fiction, memoir, poetry and scripts. Equal emphasis is placed on building skills in professional writing areas such as



social media strategy, project management, and writing for digital contexts. In addition, students acquire foundational complementary skills in digital media and arts administration.

Through close connections with [Humber's Centres of Innovation](#), in particular the [Centre for Entrepreneurship](#), students in the program will have the opportunity to work with other Humber students and alumni on entrepreneurial projects, contributing to the development of business plans, pitches, promotional scripts, grant writing, social media campaigns, website content, research report writing and more. This direct experience in working with live clients applies concepts learned in the classroom to professional contexts through collaboration with individuals and teams. These opportunities can also form part of the students' work integrated learning experience.

Students will also apply their skills in the form of a field placement, which will represent a combination of hours interning at a publishing house or literary agency, or the communications department of a company or government organization, plus part-time work experience such as planning and leading writing workshops, collaborating with small business clients, editing and proofreading documents for publication, designing, editing and marketing an online, student-run literary and arts magazine, creating social media campaigns to promote student-publication initiatives, and performing or organizing literary readings.

Industry and community partnerships developed through work-integrated learning are essential to a student's success; as such they will be also reflected in the membership of our Program Advisory Committee.

Non-core or degree breadth courses offered at Humber provide students with an opportunity to augment their knowledge through an exploration of disciplines in areas of study outside of their core programs. Degree programs at Humber have a breadth requirement that includes coherent and substantive non-core offerings. These non-core courses contribute to the achievement of:

- critical thinking, quantitative reasoning, written and oral communication skills;
- knowledge of culture and society, and skills relevant to civic engagement.

The proposed program provides students with degree level education, knowledge and skills required to work in the field of creative and professional writing, as evidenced by the program map (Appendix 3).

## 4.2 Schedule of Study

SEMESTER	CORE	DISCIPLINE ELECTIVES	BREADTH
1: Fall	<ul style="list-style-type: none"> <li>• Introduction to Creative Writing: Diving In (3 credits)</li> <li>• MSCP 1000: Writing Fundamentals (3 credits)</li> <li>• MSCP 1003: Social &amp; Digital Media (3 credits)</li> </ul>		MSCP 1501: Photography Fundamentals (3 credits)  Degree Breadth Elective (3 credits)
2: Winter	<ul style="list-style-type: none"> <li>• MSCP 1002: Writing 2: Writing to Deadline (3 credits)</li> <li>• MSCP 1502: Multi-platform Storytelling 1 (3 credits)</li> <li>• MSCP 1503: Communications Law &amp; Ethics (3 credits)</li> </ul>	Select one of two 3 credit elective courses; <ul style="list-style-type: none"> <li>• Poetry Workshop</li> <li>• Storytelling Truths</li> </ul>	MSCP 1001: Video & Audio Production 1 (3 credits)
3: Fall	<ul style="list-style-type: none"> <li>• Creative Writing 1: Building the Story (3 credits)</li> <li>• Creative Lab 1 (3 credits)</li> <li>• Community Engagement through the Arts (3 credits)</li> <li>• Reading to Write (3 credits)</li> <li>• Professional Practice (0 credits)</li> </ul>		Multimedia Design and Web Development (3 credits)
4: Winter	<ul style="list-style-type: none"> <li>• Creative Writing 2: Finding Voice (3 credits)</li> <li>• Creative Lab 2 (3 credits)</li> <li>• Social Media &amp; Digital Storytelling: Foundations (3 credits)</li> <li>• Writers as Researchers (3 credits)</li> </ul>		Degree Breadth Elective (3 credits)
5: Fall	<ul style="list-style-type: none"> <li>• Creative Writing 3: Refining the Story (3 credits)</li> <li>• Writing Process: Editing, Foundations (3 credits)</li> <li>• Writers as Readers: Emerging Voices (3 credits)</li> </ul>	Select one of two 3 credit elective courses <ul style="list-style-type: none"> <li>• Feature Writing</li> <li>• Writing for Children</li> </ul>	Degree Breadth Electives (3 credits each)
6: Winter	<ul style="list-style-type: none"> <li>• Creative Writing 4: Clarifying Voice (3 credits)</li> <li>• Social Media &amp; Digital Storytelling: Advanced (3 credits)</li> <li>• Project Management (3 credits)</li> </ul>	Select one of three 3 credits elective courses <ul style="list-style-type: none"> <li>• Writing Process: Editing, Advanced</li> <li>• Playwriting</li> <li>• Graphic Novel</li> </ul>	Degree Breadth Elective (3 credits)

SEMESTER	CORE	DISCIPLINE ELECTIVES	BREADTH
7: Fall	<ul style="list-style-type: none"> <li>• Capstone Seminar (3 credits)</li> <li>• Arts Management (3 credits)</li> <li>• Strategic Communication (3 credits)</li> </ul>	Select one of three 3-credit elective courses; <ul style="list-style-type: none"> <li>• Screenwriting</li> <li>• Content Marketing &amp; Copywriting</li> <li>• Ghostwriting</li> </ul>	Degree Breadth Elective (3 credits)
8: Winter	<ul style="list-style-type: none"> <li>• Capstone (6 credits)</li> <li>• Business of Writing (3 credits)</li> <li>• Portfolio (3 credits)</li> </ul>		Breadth Elective (3 credits)
Total Credits	<b>CORE = 93</b>		<b>NON-CORE =27</b>

### 4.3 Program Learning Outcomes

The program learning outcomes listed below have been mapped against the Degree Level Standards in order to outline the generic competencies students will be able to demonstrate.

PROGRAM LEARNING OUTCOMES	ONTARIO QUALIFICATION FRAMEWORK DEGREE LEVEL STANDARDS					
	Depth and Breadth of Knowledge	Conceptual & Methodological Awareness/Research and	Application of Knowledge	Communication Skills	Awareness of Limits of Knowledge	Professional Capacity/Autonomy
Upon successful completion of the program, a graduate will:						
1. Describe the influences at play in the evolving media and cultural context which affect the writer's craft within contemporary markets and audiences.	X	X				
2. Identify key structures and characteristics in a variety of creative and professional works applicable to writing proficiency.	X			X		
3. Conduct primary and secondary research from credible sources to support authenticity and accuracy in creative and professional writing.		X		X		
4. Write creative and professional works suitable for publishing to a wide variety of audiences, publishers, platforms and industries using the		X		X		

PROGRAM LEARNING OUTCOMES	ONTARIO QUALIFICATION FRAMEWORK DEGREE LEVEL STANDARDS					
full range of principles of rhetoric, syntax, grammar, style, and usage.						
5. Use a range of digital technologies and tools for visual communication and design appropriate to specified writing projects.		X				X
6. Create works in creative and professional writing that convey the characteristic structures and formats used in a variety of genres and applications.		X	X			
7. Outline a variety of methods and structures for story development.	X		X			
8. Edit writing of self and others applying a range of editorial techniques to in order to meet publication standards.			X		X	
9. Collaborate interprofessionally with designers, publishers, editors, marketing and advertising professionals in order to undertake and complete projects in creative and professional writing.				X		X
10. Analyze exemplary texts to distinguish effective modes and strategies for application to one's own writing.			X	X	X	
11. Reflect on work completed in creative and professional writing projects to assess the extent to which one has achieved one's goals and to apply lessons learned.			X		X	
12. Build a professional presence through development of a multimodal portfolio, demonstrating attributes of fluency, craft, technological competency, creativity, and entrepreneurship.	X		X			X

#### 4.4 Program Map

The program map (Appendix 3) provides a visual overview of how the courses in the program contribute to the attainment of the program learning outcomes. The map indicates each course's level of instruction and how it fits into the sequence of scaffolded learning throughout the program:

- Foundational (F): Foundational level courses offer substantial support to students and set them up for success with challenging but limited numbers of activities and topics presented in a supportive learning environment.

- Developmental (D): Developmental courses relate concepts across disciplines and allow students increasing choice in the topics they pursue, processes they employ and products they create.
- Proficiency (P): Courses allow students to demonstrate achievement of program learning outcomes. Proficiency level courses challenge students to advance their knowledge of skills in ways that contribute to the ongoing improvement of the field of practice.

## 4.5 Course Descriptions

### Core Courses

Core courses are those that contribute to the development of knowledge in the main field of study or in related fields. Within this category of courses, there are mandated courses as designated by the Schedule of Study, and Discipline Electives which are related to the program’s field of study. Full course outlines for core courses can be found in Appendix 4.

Semester 1, Year 1	
Course Title	Course Description
Introduction to Creative Writing: Diving In	This course offers a hands-on introduction to the core literary forms of fiction, creative nonfiction, poetry and drama (stage and screen). Through a series of writing exercises and assignments, lectures and assigned readings/viewings, students analyze and apply a variety of approaches to writing creatively while developing skills in reading widely and critically.
MSCP 1000: Writing 1: Writing Fundamentals	This course prepares students to produce clean, simple writing based on facts, interviews and research with an emphasis on writing to very tight deadlines. Throughout the course, CP style is covered as well as the elements of grammar and sentence structure. Students develop essential communication skills in a multi-media context: textual analysis, critical thinking and clear writing—correct grammar and punctuation. Students reflect upon their own writing process, and examine and practice strategies for thinking, planning, drafting and revising.
MSCP 1501: Photography Fundamentals	This course is an introduction to photographic conceptualization and practices in a digital environment. Students learn a foundation of photographic techniques and conceptual approaches, from the basic use of cameras and other digital capture devices and related equipment, to means of presentation and methods of interpretation. This course will provide the knowledge and experience to create and discuss strong digital images, through a series of lectures and practical assignments that explore a range of genres of photography.
MSCP 1003: Social & Digital Media	This course offers an introduction to social media architecture and technologies through the exploration of theory and practical applications. Students learn how social media impacts daily life and how it is applied in the fields of creative and professional writing, journalism, public relations and digital communications. Its multiple uses and applications are explored through case study analysis, in-class discussions and practical assignments. Students will also be introduced to a variety of social media environments and will gain hands-on experience with many of the

	leading social media applications. This course requires active participation of students and a willingness to immerse themselves in social media practices.
<b>Semester 2, Year 1</b>	
<b>Course Title</b>	<b>Course Description</b>
MSCP 1002: Writing 2: Writing to Deadline	This course builds on the previous semester and helps students to continue to produce clean, simple writing based on facts, interviews and research with an emphasis on writing to very tight deadlines. Throughout the course CP style is enforced as well as the elements of grammar and sentence structure. Students are introduced to a new set of story formats, including features and stories with a non-traditional structure. The course also emphasizes fast-paced reaction to breaking news stories. Moreover, students develop copy-editing skills.
MSCP 1001: Video & Audio Production 1	Increasingly communications and media professionals are asked to post content across multiple platforms and to execute a variety of tasks quickly and safely under a broad range of conditions, with increasingly tight timelines. This course is an introduction to the fundamentals of video production in the fields of creative and professional writing, journalism, public relations and digital communications. It provides a combination of theoretical and practical knowledge in the areas of video shooting, editing, and storytelling. Students are exposed to modern video editing techniques and video production suitable for broadcast and Internet distribution.
MSCP 1502: Multi-platform Storytelling	This course blends theory and practice in an exploration of multi-platform storytelling, including how stories can be told with digital and new media technologies, and how non-fiction narrative can be experienced through the web and social media. Students work critically and creatively with linear and nonlinear narratives in a range of media. This class allows students to experiment with these new forms and strategies, apply multi-platform media approaches in their own work, and learn how storylines translate and transform through different media. By discussing case studies, the course introduces students to various forms of storytelling through different media. Students develop a project proposal, with an emphasis on organic development of a story through multiple cross-media platforms.
MSCP 1503: Communications Law & Ethics	This overview course introduces students to the legal and ethical responsibilities involved in media communications. Students study the major ethical frameworks and then apply these frameworks to case studies across a variety of media fields. Issues of privacy, defamation, freedom of expression, intellectual property rights and copyright are discussed in the context of legal constraints and ethical guidelines within which media professionals operate.
<b>Semester 3, Year 2</b>	
<b>Course Title</b>	<b>Course Description</b>
Creative Writing 1: Building the Story	This course explores the art and craft of creating compelling stories in both fiction and creative nonfiction forms. Through a series of lectures, guest speakers, assigned readings and in-class writing assignments, students develop their knowledge and skills regarding key elements of these forms, including character and setting, narrative structure, imagery and point of view. In addition to analyzing published works, students generate ideas and material for further development in the complementary co-requisite course, Creative Lab 1.

Creative Lab 1	In this complementary co-requisite course, students build on ideas and material generated in Creative Writing 1 to create original stories (both fiction and creative nonfiction) for submission to the instructor-moderated writing workshop. There they learn to deliver and receive detailed constructive critiques, while developing the skill set required for effective revision.
Community Engagement through the Arts	<p>In this course, students will explore the leadership role the artist can play in community building and social change, and they will be encouraged to reflect upon how the writer can meaningfully engage in public service as an artist-educator. In partnership with Story Planet, this course will combine community-based learning and classroom instruction. Students will discuss readings on service learning and community engagement in the arts, and they will also begin to develop best practices in relation to teaching methodologies and approaches. Students will plan and create their own micro-lesson plans, lead in-class writing exercises for the group, and will be introduced to learning styles, group facilitation and management skills. Learning will include class visits from artist educators who currently work in the field.</p> <p>Note: Students will engage in volunteerism at Story Planet (and other suitable programming across the GTA): e.g., BCPW students will lead writing workshops as part of Story Planet’s programming for young Torontonians who reside in under-resourced communities. The volunteer hours students complete through our community partners’ programming will contribute to the required 420 work-experience hours students must complete as part of the BCPW program requirements. However, the hours students spend as learners in order to complete the Community Engagement through the Arts course (in-class hours, readings, assignments, etc.) will not count toward the program’s required experiential learning hours. Additionally, in order to volunteer with our community partners, students may be asked to complete and submit a valid Vulnerable Sector Screening Police Reference Check.</p>
Reading to Write	In this course, students perform close reading on a wide range of works of fiction and nonfiction and learn to identify the key structures and characteristics that define these forms. Through in-class lectures, in-class and online discussions, readings, assignments and exercises, students engage with writing at the micro level (analyzing specific tools and techniques) and the macro level (exploring genres and the art of literary criticism). Ultimately, course assignments help students understand how to draw inspiration and insight from great writing to produce original and lasting works of their own.
Multi-media Design & Web Development	Students will develop their understanding of HTML and CSS, as well as web design principles, concepts, and software. The course will explore the various tags of HTML, text formatting, web functionality and interactive tools, as well as the creation of graphics for visual interest. Students will develop their skills of aesthetic judgment and communication design as well as technical understanding of computer software as a medium used for information organization and communication.
Professional Practice	In this course students prepare for a creative or professional writing work placement to meet today’s challenging employment market. Preparation for the work placement includes job search techniques and discussion of issues such as employer expectations, company policies, professionalism and self-management.

	<p>Career planning, lifelong learning and interpersonal communication skills are also discussed.</p> <p>Students conduct a self-assessment of their personal and professional skills and perform occupational and company research. Students prepare covering letters and resumes, create their own database of potential employers within their sector of interest, and practice their interview skills in mock interviews and by conducting information interviews. Guest speakers from industry provide students with a range of perspectives on current and future trends, priorities and competencies required in corporate, media, government, non-profit, communications and literary organizations, as well as in the entrepreneurial realm.</p>
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### Semester 4, Year 2

Course Title	Course Description
Creative Writing 2: Finding Voice	This course explores the art and craft of creating unforgettable voices in both poetic and dramatic forms. Through a series of lectures, guest speakers, assigned readings/viewings and in-class writing exercises, students develop their knowledge and skills regarding key elements of these forms, including diction and the poetic line, dialogue and dramatic structure. In addition to analyzing published/produced works, students generate ideas and material for further development in the complementary co-requisite course, Creative Lab 2.
Creative Lab 2	In this complementary co-requisite course, students build on ideas and material generated in Creative Writing 2 to create original poems and dramatic scenes for submission to the instructor-moderated writing workshop. There they learn to deliver and receive detailed constructive critiques, while developing the skill set required for effective revision.
Social Media & Digital Storytelling: Foundations	This course introduces the principles of online writing and provides students with an overview of the digital media landscape. Students learn how writers are navigating the ever-changing environment to develop relevant content. Students practise writing a variety of online forms including website landing pages, blog posts, informational articles, and interesting social posts. Through a series of lectures, presentations, assigned readings, online exercises and instructor-moderated workshops, students develop online content to reach specific audiences and goals. Students consider strategic elements, including audience analysis, website accessibility and usability. They also learn to repurpose content for sharing across various online platforms.
Writers as Researchers	This course builds researching and writing skills for professional and creative writers. Students learn best practices for conducting primary research such as interviews, acquire strategies for conducting research of secondary sources in print and online, and deepen their knowledge by organizing, evaluating, and synthesizing research. Students then craft their research into clear, concise, accurate pieces of writing, such as professional blogs and long-form articles. Students also learn about fiction and creative nonfiction writers' research processes; they read short stories, novel excerpts, personal essays, memoir excerpts, and screenplay excerpts to discover how creative writers weave research into their works. They practice revising, editing, fact checking, and citing, learning the importance of avoiding plagiarism.



**Semester 5, Year 3**

<b>Course Title</b>	<b>Course Description</b>
Creative Writing 3: Refining the Story	In this course students further develop their knowledge of and facility with the prose forms of fiction and creative nonfiction. Through a series of lectures, assigned readings/viewings and instructor-moderated workshops, students acquire techniques and strategies for improving the quality of their prose. In addition to analyzing published works, students submit original stories to the workshop, where they refine their skills in offering and receiving editorial input. They also draw on course learnings from across the program to experiment with adapting and repurposing narratives for a variety of forms and media.
Writing Process: Editing, Foundations	This course provides a major focus on the revising techniques that are most helpful to writers, including substantive, line-level, copyediting and proofreading. Students review grammar and punctuation systems, style guides, copyediting marks, accuracy, fact-checking, stylistic elements, diction, usage, conciseness, and clarity. Students practise both substantive and line-level editing of a variety of documents (general, technical, online) on a variety of platforms (electronic, print). Students also practise editing diverse voices into a consistent voice and work both individually and collaboratively on document editing. The course also provides an overview of basic document design principles such as layout, consistency and readability.
Writers as Readers: Emerging Voices	This course immerses students in contemporary writing, with a particular focus on Canadian authors and authors from diverse backgrounds. Students explore and participate in debates about the evolving literary canon. They read and reflect upon new writing in the realms of fantasy, graphic fiction, auto fiction, erasure poetry, micro fiction and more, while investigating new platforms and venues for their writing. In addition, students engage with new voices in Indigenous literature.

**Semester 6, Year 3**

<b>Course Title</b>	<b>Course Description</b>
Creative Writing 4: Clarifying Voice	In this course students further develop their knowledge of and facility with poetic and dramatic forms. Through a series of lectures, assigned readings/viewings and instructor-moderated workshops, students acquire techniques and strategies for improving the quality of their poetry and writing for stage and screen. In addition to analyzing published/produced works, students continue to submit and comment on original work in the workshop, where they refine their skills in offering and receiving editorial input. They will also draw on course learnings from across the program to experiment with adapting and repurposing content across a variety of forms and media.
Social Media & Digital Storytelling: Advanced	Students practice applying different writing skills required for a range of digital media genres. They examine new media writing principles for newsletters, reports, podcasts and video scripting, and evaluate their online presence and what impact it has in today's digital age. Students learn the importance of developing a crisis management strategy and how to respond to online negativity. They expand their knowledge, perspectives, and practical skills required to create detailed content strategies that will leverage social media platforms and other forms of digital media. Students use metrics to evaluate the success of digital strategy campaigns.

Project Management	In this course students are introduced to the principles of, and guidelines for, effective project management in the arts. Through a series of short lectures, assigned readings, case studies, and team-based project development exercises, students learn the fundamentals of project management, including: planning, scheduling, risk control, setting optimal budget and performance objectives and measurements, as well as the essentials of active listening and the core strategies of successful communication.
<b>Semester 7, Year 4</b>	
<b>Course Title</b>	<b>Course Description</b>
Writing Specialties: Capstone Seminar	This course is the first of the Capstone courses where students will lay the groundwork for a project of their choosing: a novel, a book of short stories, a graphic novel, a volume of poetry, a play, a feature film script, a television script, a government project proposal or a long-form work of creative nonfiction. Students will plan and outline the project, conduct appropriate research, and write a minimum of the first third of the proposed manuscript. In a workshop setting, students will receive valuable feedback from their peers and instructor and will gain a new perspective on their own work by offering feedback on the work of others. Readings and writing exercises will be assigned throughout the semester.
Arts Management	In this course, students will be introduced to broad foundational knowledge, skills and best practices related to the management of organizational structures in the arts and cultural sector. Designed to provide familiarity with the structures, systems and formats common to organizational planning initiatives, topics will include audience development, cultural policy considerations and the importance of inclusive perspectives, and various modes of engagement discussed in the context of organizational processes serving artistic vision.
Strategic Communication	This course introduces students to the strategies involved in creating a plan to target communications towards specific outcomes. Students learn to create broad strategic communication plans, specialized plans targeted at internal or external audiences, and integrated marketing campaigns. The course considers the place of communications within organizations of different sizes and types (corporate, non-profit, etc.), including topics such as collaboration, risk management and crisis communications. Students learn how to deploy communications strategies over a variety of platforms including print and social media. They also learn to use metrics to evaluate campaign success.
<b>Semester 8, Year 4</b>	
<b>Course Title</b>	<b>Course Description</b>
Writing Specialties: Capstone Manuscript	This course represents the culmination of four years of study, reading, practice, peer editing, and self-editing. Students consolidate and synthesize the skills they have acquired in order to craft and shape their capstone project: a novel, a book of short stories, a graphic novel, a volume of poetry, a play, a feature film script, a television script, a government project proposal or a long-form work of creative nonfiction. While the aim is to complete a full draft of the project, completing it is not a requirement of the course, as long as significant progress has been made on the manuscript. Students will work on their capstone projects in individual consultation with an assigned writing mentor. The course will be individualized and customized, and the student will meet with the writing mentor on a regular basis to seek on-

	going guidance and to be monitored by the mentor, either in person or online. The mentor will also assign appropriate readings and exercises to the student.
The Business of Writing	This course is designed for writers and editors and serves as an introduction to small business management or the freelance career path. Students will be introduced to the concepts of entrepreneurship and the business plan. The goal of this course is to give students a basic understanding of the contemporary writing marketplace, the steps involved in deciding to enter independent business, and the processes involved in starting a new enterprise. At the same time, students will be given the opportunity to advance their problem-solving and decision-making skills. Students will develop their own small business plans, practicing key skills such as researching and targeting clients, defining and naming the business, accounting rudiments, invoicing, and information and record management.
Portfolio	In this course, students create a professional online portfolio and learn best practices in selecting the creative samples that best represent their work from past semesters. Through review and critique of current portfolio trends as well as exercises that explore personal branding, students learn about the expectations of their chosen field(s) and make decisions on how to position themselves for entry. Students also create a complementary print portfolio to take to in-person meetings and polish their presence in select online spaces such as LinkedIn. A portfolio review session with industry professionals provides feedback and a real-world deadline for students.

### Discipline Electives (Core Electives)

Students will take four discipline electives from the following list in semesters 2, 6, 7 and 8. All discipline elective courses are 3 credits, 42 hours. These discipline elective courses are new courses at Humber.

Course Title	Course Description
Ghostwriting	This course introduces students to the field of ghostwriting. It provides an overview of the many industries that rely on ghostwriting as well as approaches to the ghostwriting process. Throughout this writing-intensive course, students read and analyze ghostwritten works and then complete a wide range of ghostwriting assignments ranging from articles and blogs written for corporate clients to speeches written for politicians and monologues written for comedians. Students thereby learn how to lose concern for their personal voices, creating and revising work that mimics a multitude of clients. This course also investigates the ethics of ghostwriting, particularly in the current medical and academic marketplaces.
Writing Process: Editing, Advanced	This course builds on editing skills learned in Writing Process: Editing, Foundations. It focusses on techniques required in support of writers and organizations, including developmental, substantive and stylistic editing. Students learn to work with several style guides including Chicago and Canadian Press. They develop interpersonal skills required to collaborate with writers, clients and production teams. Students practise both substantive and stylistic editing of a variety of documents (short stories, magazine articles, technical papers) on a variety of platforms (electronic, print) and learn to lead a project from idea to publication.
Writing for Children	In this course students acquire skills and strategies for writing children's literature, from read-aloud picture books to novels for young adult readers. Students begin by exploring the historical contexts of the genre and go on to analyze exemplary

Course Title	Course Description
	contemporary works. In-class writing exercises put theory into practice, leading students to create and workshop original stories for children. Students also partner with young writers at an underserved elementary school to compose stories for publication in a special anthology. Guest publishers, editors and writers provide insight into best practices of the industry, preparing students to produce a submission package for the writing assignment of their choice.
Poetry	In this course students learn foundational poetics while exploring what it means to write poetry in the contemporary moment. Through in-class writing, lectures and discussions of required reading/listening/viewing, students hone their creative, analytical, and communicative skills. By learning how to appreciate and critique the work of exemplary poets, students prepare for the writing workshop portion of class, where they participate as active and engaged writers, readers and editors of original poems.
Playwriting	This course is suitable for playwrights at all levels, writers curious about the craft of playwriting, and those looking to improve their writing in other genres. Through lectures, discussions, reading assignments and hands-on writing exercises, students learn how to develop character, dialogue and dramatic structure, as well as how to constructively critique a play. Students analyze a variety of theatrical genres, including devised theatre, verbatim theatre, political theatre and the “well-made play.” Course assignments culminate in the completion of a ten-minute play.
Screenwriting	Students determine and practice basic screenwriting techniques for various media, including TV, film, digital and documentary (TV & film). Course material aims to deconstruct screenwriting in order to reveal the tools for creating high-quality projects, including creating solid structure, characters, plots and dialogue. In-class viewing of a wide range of TV shows, films and digital content inspires lively discussion and analysis. Special guests introduce students to the language and real-world practices of the industry. Course material covers a variety of technical and creative techniques and incorporates individual and small group assignments, including several short scripts.
Feature Writing	In this course, students learn what a great feature-length work of journalism or creative non-fiction can and should be, by analyzing exemplary works, applying critical thinking about what makes a successful feature idea, and learning the building blocks of how to create a feature story of their own. In so doing, they develop crucial skills such as pitching, researching and reporting, crafting an outline, and writing the feature itself. Students will gain a deeper understanding and appreciation of long form features and be able to describe the influences at play in the evolving media and cultural context, which affect the writer’s craft within contemporary markets and audiences.
Content Marketing and Copywriting	This course offers foundational training in the versatile and adaptive fields of content marketing and copywriting. Students will learn to apply the basic principles of marketing in order to strategically engage with diverse audiences. With specific attention to new and developing forms of digital and print communication, and through a series of writing exercises and assignments, lectures and assigned readings/viewings, students will analyze and apply a variety of approaches in order to write persuasive marketing content and copy for clients.
Storytelling Truth	Be they fiction or nonfiction, fairy-tale or memoir, the stories we care about invariably “ring true.” This course investigates the enduring power of story across the shifting boundary between fiction and fact. Students will study and experiment with a variety of forms, from short stories, micro fictions and novel excerpts to personal essays, nature writing and travelogues. Alongside lectures on craft and

Course Title	Course Description
	practice, and close reading of exemplary works, students proceed through in-class writing exercises to create original works of fiction and creative nonfiction for submission to an instructor-moderated workshop of their peers.
Graphic Novel	Once considered a lesser literary form, the graphic novel has risen in prominence and esteem in recent years; the form is currently booming. This course melds theory and practice, grounding students in the history of graphic forms and introducing them to new voices in field, while teaching them how to create a graphic work of their own. Students draft a script, create a storyboard outline and combine text and visual elements into a single cohesive narrative. (Note: artistic skill is not a requirement; while some visual work is called for, the focus is on text and narrative.)

## 4.6 Course Schedule 1

Omitted from web version – confidential/proprietary material.

## 4.7 Course Schedule 2

Year and Semester	Course Title	Total Core Course Semester Hours	Total Non-Core Course Semester Hours	Course Prerequisites and Co-Requisites	Instructor's Highest Qualification Earned and Discipline of Study (PhDs)
Year 1, Semester 1	Introduction to Creative Writing: Diving In	42	0		MA Creative Writing and English Literature
	MSCP 1000: Media Writing Fundamentals	42	0		MFA or PhD
	MSCP 1501: Photography Fundamentals	0	42		MA or PhD
	MSCP 1003: Social & Digital Media	42	0		MA or PhD
	Degree Breadth Elective 1	0	42		PhD
Year 1, Semester 2	MSCP 1002: Writing 2: Writing to Deadline	42	0	Pre-req: Writing 1: Media Writing Fundamentals	MA or PhD
	MSCP 1001: Video & Audio Production 1	0	42		MA or PhD
	MSCP 1502: Multi-platform Storytelling	42	0		MA or PhD

<b>Year and Semester</b>	<b>Course Title</b>	<b>Total Core Course Semester Hours</b>	<b>Total Non-Core Course Semester Hours</b>	<b>Course Prerequisites and Co-Requisites</b>	<b>Instructor's Highest Qualification Earned and Discipline of Study (PhDs)</b>
	MSCP 1503: Communications Law & Ethics	42	0		MA or PhD
	Discipline Elective: Poetry Workshop	42	0		MA Creative Writing, MFA or PhD English Literature
	Discipline Elective: Storytelling Truths		0		MFA Creative Writing
<b>Year 2, Semester 3</b>	Creative Writing 1: Building the Story	42	0	Co-req: Creative Lab 1	MFA Creative Writing
	Creative Lab 1	42	0	Co-req: Creative Writing 1	MFA Creative Writing
					MA Creative Writing and English Literature
	Community Engagement through the Arts	42	0		MFA Creative Writing
	Reading to Write	42	0		MFA Creative Writing
	Multi-media Design & Web Development	0	42		MA or PhD
	Professional Practice	0	14		N/A
<b>Year 2, Semester 4</b>	Creative Writing 2: Finding Voice	42	0	Co-req: Creative Lab 2	MFA Creative Writing or PhD

Year and Semester	Course Title	Total Core Course Semester Hours	Total Non-Core Course Semester Hours	Course Prerequisites and Co-Requisites	Instructor's Highest Qualification Earned and Discipline of Study (PhDs)
	Creative Lab 2	42	0	Co-req: Creative Writing 2	MFA Creative Writing
					MA Creative Writing and English Literature
	Social Media & Digital Storytelling: Foundations	42	0		MA or PhD
	Writers as Researchers	42	0		MFA Creative Writing
	Breadth Elective 2	0	42		PhD
Year 3, Semester 5	Creative Writing 3: Refining the Story	42	0	Pre-req: Creative Writing 1 and Creative Lab 1	MFA Creative Writing
	Writing Process: Editing, Foundations	42	0		MFA Creative Writing
	Writers as Readers: Emerging Voices	42	0		MFA Creative Writing
	Breadth Elective 3		42		PhD
	Discipline Elective: Feature Writing OR	42	0		MFA Creative Writing
	Discipline Elective: Writing for Children				MFA Creative Writing



<b>Year and Semester</b>	<b>Course Title</b>	<b>Total Core Course Semester Hours</b>	<b>Total Non-Core Course Semester Hours</b>	<b>Course Prerequisites and Co-Requisites</b>	<b>Instructor's Highest Qualification Earned and Discipline of Study (PhDs)</b>
<b>Year 3, Semester 6</b>	Creative Writing 4: Clarifying Voice	42	0	Pre-req: Creative Writing 2 and Creative Lab 2	MA Creative Writing and English Literature
	Social Media & Digital Storytelling: Advanced	42	0	Pre-req: Social Media & Digital Storytelling: Foundations	MA or PhD
	Project Management	42	0		MA or PhD
	Breadth Elective 4	0	42		PhD
	Discipline Elective: Writing Process: Editing, Advanced	42	0	Pre-req: Writing Process: Editing Foundations	MFA Creative Writing
	Discipline Elective: Playwriting		0		MFA Creative Writing PhD English
	Discipline Elective: Graphic Novel		0		MFA Creative Writing or PhD
<b>Year 4, Semester 7</b>	Capstone Seminar	42	0	Pre-req: Introduction to Creative Writing; Creative Writing 1-4	MFA Creative Writing MA Creative Writing or English Literature
	Arts Management	42	0		MFA Creative Writing
	Strategic Communication	42	0		PhD English

<b>Year and Semester</b>	<b>Course Title</b>	<b>Total Core Course Semester Hours</b>	<b>Total Non-Core Course Semester Hours</b>	<b>Course Prerequisites and Co-Requisites</b>	<b>Instructor's Highest Qualification Earned and Discipline of Study (PhDs)</b>
	Breadth Elective 5	0	42		PhD
	Discipline Elective: Screenwriting OR	42	0	Pre-req: Writers as Researchers: Researching and Writing Skills for Professional Nonfiction Writers	MFA Production
	Discipline Elective: Content Marketing & Copywriting OR				MFA Creative Writing
	Discipline Elective: Ghostwriting				MFA Creative Writing
<b>Year 4, Semester 8</b>	Capstone Manuscript	84	0	Pre-req: Writing Specialties : Capstone Seminar	MFA/MA Creative Writing PhD English or Communications
	Business of Writing	42	0		MFA Creative Writing
	Portfolio	42	0	Pre-req: Semesters 1-7	MFA Creative Writing
	Breadth Elective 6	0	42		PhD
<b>Course Hour Totals</b>		<b>1302</b>	<b>392</b>		
<b>Percentage Core vs Non-Core</b>		<b>77%</b>	<b>23%</b>		
<b>Subtotal WIL Hours</b>		<b>420</b>			
<b>Total Program Hours:</b>		<b>2,114</b>			

## 4.8 Program Advisory Committee

The Honours Bachelor of Creative and Professional Writing Ad Hoc Program Advisory Committee was created for the express purpose of developing the program in collaboration with Humber's development team. Members include professionals external to the organization who are currently employed in various aspects of the fields of communications, creative and professional writing. Their expertise has been vital to the development of program design and curriculum while ensuring relevancy and currency of program content. Upon degree approval, the committee will be approached to create a permanent Program Advisory Committee. The ad hoc PAC met once in person and once virtually where they unanimously endorsed a motion of support for the program learning outcomes, the schedule of study and course descriptions. A recommendation was made for Humber to seek approval for the program from its Board of Governors.

The following motions were passed unanimously in May 2019:

- The proposed Honours Baccalaureate Degree in Creative and Professional Writing meets or exceeds the requirements of the field of study and/or practice.
- Humber should seek approval from the Board of Governors to offer a 4-year Baccalaureate Degree in Creative and Professional Writing.

Reference minutes and agendas in Appendix 5.

For details of the Bachelor Creative and Professional Writing Adhoc Program Advisory Committee membership, refer to Appendix 15.

## 4.9 Non-Core

The proposed Honours Bachelor of Creative and Professional Writing schedule of study requires students to take nine non-core courses: six degree breadth electives and three mandatory breadth courses as outlined in the Schedule of Study in section [4.2](#). This non-core offering of courses meets the PEQAB requirements for at least one free non-core elective, with 20% of the program hours in non-core courses. This offering also meets the requirements set out in Section 13.2 *Graduation Requirements for Degree Programs* of Humber's [Admission Requirements and Academic Regulations](#), which identifies the non-core/breadth expectations for graduation from a Humber degree program.

Humber's elective non-core courses provide a range of choice for students, including courses that offer more than introductory knowledge of the distinctive assumptions and modes of analysis of a discipline outside the core field of study. This is done by offering degree breadth electives at both lower and upper levels with minimum requirements for taking upper level courses. Humber's breadth courses are separated into three categories which are detailed later in this section.

The Humber Degree Breadth Approval Committee uses published criteria to determine how a breadth course is categorized and assigned a level. Detailed process and Committee

Terms of Reference can be found on the [Humber Degree Breadth Approval Committee](#) webpage.

Students in degree programs must complete the following breadth course requirements to be eligible to graduate:

- Students must take courses at both lower and upper levels.
- Students must take a minimum of two lower-level courses in two of the three categories.
- Students must take a minimum of two upper-level courses in two of the three categories.
- Students must have taken a lower-level course in a breadth category before taking an upper-level course in the same breadth category.

Additionally,

- Students must complete the breadth course requirements identified in the program of study.
- Students must have taken at least 25% of their credits for the program at Humber in order to satisfy residency requirements.
- Students must not have acquired more than 50% of the program credits through the Prior Learning Assessment and Recognition (PLAR) process.
- Students must satisfactorily complete the experiential learning requirement.

## **Humber Breadth Definitions**

Working from the recommendations of the Breadth Task Force, the Humber Degree Breadth Approval Committee adopted the following definitions for breadth education and breadth categories:

Non-core Courses are those that contribute to knowledge in fields unrelated to the main field(s) of study.

All breadth courses are designed to provide graduates with the skills, knowledge, and awareness they will need for their future roles as professionals, citizens, and members of a global community. These courses will provide students with a more than introductory knowledge<sup>19</sup> in the humanities, sciences, social sciences, global cultures, and/or mathematics.

Within this category of courses, there are:

- **Foundation Courses:** Humber's breadth courses are offered in three categories (Society, Culture and Commerce; Science and Technology; Arts and Humanities). All lower level courses are foundation courses.

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<sup>19</sup> [PEQAB Manual for Ontario Colleges](#) p.29

- Breadth Electives: Courses which provide students with an opportunity to explore areas of interest. These courses could be used to explore a discipline the student hasn't been exposed to, or to augment knowledge in an area of study.

## **Humber Breadth Categories**

Breadth courses are to be classified into the following three categories:

### **1. Society, Culture and Commerce (SCC)**

This category includes the social sciences and commerce. Courses in this category examine: i) human society and social relationships, including anthropology, political science, psychology, sociology, education, communication, and law; and ii) the exchange of goods and services between nations or people, including business studies and economics.

### **2. Science and Technology (ST)**

This category includes the natural sciences, the formal sciences, and technology. Courses in this category examine: i) the objects, phenomena, or laws of nature and the physical world, including biology, chemistry, and physics; ii) formal systems, including logic, mathematics, and statistics; and iii) the application of science to industry or commerce, including computer science and engineering.

### **3. Arts and Humanities (AH)**

This category includes the humanities and the fine arts. Courses in this category examine: i) the human experience or condition, including languages, literature, history, philosophy, and religion; and ii) the fine arts, including music, art, dance, and drama.

In the submission of courses to the breadth committee, developers are asked to provide a rationale as to why the course meets the criteria of the category identified.

## **Lower and Upper Level Course Designation**

Breadth courses will be designated as lower or upper level offerings based on the range of complexity represented in the course learning outcomes, the course content, and/or the skills required of the student, as reflected in the methods of evaluation.

More specifically, lower level courses will be those that have learning outcomes consistent with the lower end of Bloom's Taxonomy, and upper level courses will be those with learning outcomes reflecting the greater content mastery required when working from the upper end of Bloom's Taxonomy.

The distinction between a lower-level and upper-level breadth course is assessed by the breadth implementation committee based on:

- Amount of writing required
- Required reading
- Nature of the assignments and evaluations

Degree level students are required to complete a lower course in at least two of the breadth categories. Likewise, they are required to complete two upper level breadth courses in two different categories.

### Non-Core Program Level Learning Outcomes

Non-Core Program Level Learning Outcomes	Courses or course segments that contribute to achievement of outcome
In addition to the demonstration of an introductory knowledge in a non-core area of study, students who complete foundation courses are able to demonstrate competencies at the degree-level in one (or more) of the following areas: <ul style="list-style-type: none"> <li>• Writing, reading, and/or numeracy as well as</li> <li>• Critical thinking, research skills, verbal/presentation skills and skills for further study.</li> </ul>	All foundation (lower level) non-core courses
Demonstrate creative and critical thinking, qualitative and quantitative reasoning, problem solving, research, written and oral communication skills.	All non-core courses
Demonstrate more than an introductory knowledge in the humanities, sciences, social sciences, global cultures and/or mathematics.	All upper level non-core courses
Demonstrate the values and skills associated with being responsible, reflective individuals in a range of economic, social, political, cultural and personal environments.	All non-core courses
Critically analyze and evaluate the distinctive assumptions and modes of analysis of a discipline outside the core field of study.	All non-core courses
Engage in productive and informed dialogues that reflect current knowledge in a discipline outside the core field of study.	All non-core courses

The Postsecondary Education Quality Assessment Board Secretariat recommended that Humber be exempted from a breadth review for degree programs that access the same or substantially the same breadth curriculum for a period of seven years, and that Humber be permitted to amend its breadth offering without the necessity of seeking amendments to its consents. The next Breadth Capacity Review is planned for March 2024.

## 4.10 Work-Integrated Learning

The work-integrated learning (WIL) experience for degrees at Humber is a three-way relationship between the educational institution, students and employers, providing benefits to all participants:

- Humber, the Faculties, academic departments and the Work Placement Office further their common objectives of providing education that is relevant to the needs of the industry sectors serviced and enhances the career-readiness of graduates.
- Students gain valuable work experience and exposure to the career options available in their field as well as the realities of the workplace.
- Employers benefit from highly motivated, knowledgeable and creative students who bring fresh perspective and up-to-date skills and who are capable of addressing the unique challenges faced in projects involving professional writing;
- Employers also benefit from the opportunity to assess students for future staffing needs.

Each stakeholder plays a critical role in the success of the WIL experience. Some key roles and responsibilities are provided below:

### Work Placement Office

The Work Placement Office is accountable to the Faculty and Humber, in the work it performs with students and the relationships it fosters with industry. Staff develop meaningful job opportunities with employers, and provide a range of services to help students succeed in their job search efforts. It is the role of Work Placement Services to:

- Provide and deliver professional practice courses for students that includes work preparation sessions to help students identify their strengths and career interests, develop resumes/cover letters/career portfolios, online profiles, learn how to apply proven job search techniques, and, interview effectively;
- Connect with business, industry and government agencies to develop relationships and identify employment opportunities relevant to the academic program;
- Develop and post jobs, refer resumes to employers, and facilitate the employment process;
- Provide job search coaching and guidance to students when in the workplace;
- Review and track student eligibility, academic progression, placement documentation, and the recording of final evaluations in student academic records;
- Participate in monitoring student performance on-the-job and employer feedback by telephone or in-person visits, in collaboration with faculty;
- Develop and manage the systems, processes, documents, policies and staff to fulfill the mandate of the department.

### Faculty of Media and Creative Arts and Faculty of Liberal Arts & Science and Innovative Learning

It is the role of the academic unit to:

- Provide and deliver academic components to support the co-op program;
- Embed essential employability skills in the context of the academic program and in classroom activities;

- Advise Work Placement Advisors of the skills and capabilities of students to be able to assist in finding the types of work experiences that qualify as suitable learning experiences; Review potential positions for suitability for a professional writing work integrated learning experience as required;
- Leverage connections with industry to identify co-op opportunities;
- Participate in monitoring student performance on-the-job and employer feedback by telephone or in-person visits, in collaboration with Work Placement Services;
- Evaluate final reports

After the work terms when students return to the classroom, provide structured activities to allow students to share their work experiences with their classmates and further the learning of all students.

### The Student

The student is responsible for observing all Institutional and Faculty policies and guidelines and the Humber Code of Student Conduct at all times. It is the role of the student to:

- Participate in sessions to identify strengths and career interests, develop a resume and a job search plan, and practice their interviewing skills;
- Demonstrate initiative and actively search for a placement by applying to job leads provided by Placement Advisors as well as network to uncover job leads directly;
- Maintain good academic standing;
- Provide accurate and appropriate information on their qualifications and interests when applying for positions;
- Represent their program, faculty and Humber in a professional manner when job searching and in the workplace;
- Honour their acceptance of an offer, even if other offer(s) come along;
- Set learning goals for their work integrated learning experiences;
- Submit all placement documentation and final reports in a timely manner;
- Observe the employer's policies and regulations regarding, but not limited to, working hours, workplace behaviours, ethics, dress code, matters of confidentiality, and the like, neither expecting nor requesting special privileges;
- Sign non-disclosure agreements as required;
- Communicate and resolve issues that may arise in a timely and professional manner;
- Be responsible and accountable for their actions and decisions;
- Accept feedback and suggestions for the improvement of their personal and professional skills in a positive manner.

### The Employer

Employers who hire students for a work term are asked to:

- Provide accurate job descriptions to Work Placement Advisors and/or the student;
- Support equality, diversity and inclusion in the selection/hiring process and in the workplace;
- Provide students with an orientation to their duties, and any relevant health and safety training;



- Where compensation is provided, pay competitive wages and any other pay as required by law. The rate of pay is at the discretion of the employer;
- Provide guidance and supervision to the student, communicate expectations, and provide feedback to the student on a regular basis on their performance including what they are doing well and areas for improvement;
- Monitor the student’s performance and provide feedback to both the student and the school, including a written evaluation at the end of the work term.

**BCPW WIL Structure:**

Year	September	January	May
	Semester 1	Semester 2	Summer Semester
Year One	On-campus studies	On-campus studies	Break
Year Two	On-campus studies Professional Practice course (non-credit, 14 hours)	On-campus studies	Break
Year Three	On-campus studies	On-campus studies	Experiential Learning (420 hours)
Year Four	On-campus studies	On-campus studies	Graduation

**Requirements/Options for Work-Integrated Learning Experiences**

Students will participate in a total of 420 hours of supervised work placements that will provide them with an opportunity to apply theoretical knowledge and consolidate learning in a professional setting. (Sample work-integrated learning placement descriptions can be found in Appendix 11.) Students must complete the 14 hour placement preparation course as a pre-requisite for their work term. During this course they prepare professional resumes, cover letters and online profiles, learn how to conduct effective job searches, practice interviewing skills, and discuss how to navigate the work environment when they go out into the field. Guest speakers are brought in from the industry to provide guidance to and network with students.

**Summary of Types of Work Experiences**

The 420 hour work experience will be tracked and managed by the Faculty of Media and Creative Arts Work Placement Office. The Faculty of Media and Creative Arts has extensive contacts and works with employers to develop new placement opportunities appropriate to its programs. Postings are shared with students through Blackboard and/or the CareerConnect portal. The placement process is a competitive one, and students must apply and compete for jobs. The Work Placement Office will provide students with guidance and ongoing support throughout the placement process; however, it is ultimately the responsibility of the student to secure an appropriate work placement.

Every effort will be made to secure paid work placements. Some current sites where students of the Professional Writing and Communication Ontario graduate certificate find WIL experiences include: Canadian Women’s Foundation, City of Toronto, TIFA (formerly

IFOA), TIFF, Thomson Reuters, Toronto Arts Foundation, Kidney Foundation, Asthma Canada, Canadian Scholars, *CHLOE* Magazine, *Exclaim!* Magazine, Special Olympics.

Below are examples of WIL work for BCPW students:

- Leading writing workshops for external organizations (e.g. Story Planet, Toronto Public Library's Youth Hubs programming)
- WIL experience with a student-run online literary and arts magazine or other external publications which may include
  - Assessing and curating content
  - Producing workback/production schedules and editorial calendars for the duration of a publication cycle
  - Writing and designing content
  - Interviewing established writers in the creative and professional writing fields and posting polished results
  - Writing, editing, and proofreading promotional collateral (e.g., submission calls, press releases)
  - Organizing, promoting and hosting launches and events
  - Managing database submissions
- Conducting meetings with live clients and business and media students in order to create content and write clean copy for small business through the Humber Online Solutions initiative
- Presenting the final product generated via the Humber Online Solutions initiative (in partnership with Humber's Centre for Entrepreneurship (CfE))
- Self-publishing and launching high-quality zines at small-press fairs and indie markets
- Giving literary readings or spoken-word performances at literary festivals and/or established reading series
- Completing a term as a guest blogger for a reputable creative or professional writing site
- Publishing creative or professional work in established journals and magazines (print and/or online)
- Completing administrative, clerical, production, editorial, promotional, marketing, or writing work at an arts organization, publishing house, bookstore, communications firm, etc.

In-class assignments and other work that counts toward credit in a core course in the Bachelor of Creative and Professional Writing program is not considered part of the work-integrated learning experience. Students will find WIL experiences outside of the classroom which will need approval by their work placement advisor to be counted toward the achievement of the learning outcomes of the WIL course.

Pathways will be developed for advanced standing from select diplomas (Public Relations, Media Communications, Advertising and Marketing Communications) into this degree

program (Appendix 2). Work placements completed during these programs will be assessed for relevancy and recognition towards to the 420-hour requirement.

### **Anticipated Outcomes of Work-Integrated Learning Experiences**

<b>OQ Category</b>	<b>At the successful completion of this course the student will have demonstrated the ability to:</b>
Depth and Breadth of Knowledge	Assess combinations of personal skills, work ethic, positive attitude and behaviours required to achieve goals in the workplace.
Knowledge of Methodologies	Apply creative and professional writing skills in a variety of contexts to reflect on the scope and flexibility of the writer's craft.
Application of Knowledge	Generate ideas, concepts, proposals and solutions for workplace challenges or projects both independently and collaboratively.
Communication Skills	Collaborate with others in the workplace using effective working relationships to work toward the achievement of mutual goals.
Awareness of the Limits of Knowledge	Self-assess to identify successes and opportunities for improvement using feedback as it relates to creative and professional writing work completed in the workplace.
Professional Capacity/Autonomy	Manage time and other resources to attain work goals within established timelines.

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## SECTION 5: PROGRAM DELIVERY

**STANDARD:** The program structure and delivery methods support achievement of the expected and actual learning outcomes.

Humber has a number of quality assurance mechanisms in place to ensure that program delivery methods achieve intended learning outcomes at the degree level. These processes along with supporting materials are provided below.

### 5.1 Academic Feasibility

#### Institutional Inquiry, Strategies and Processes

At Humber, program quality starts with the development of new programs. Concepts and proposals are vetted through a number of college committees who share roles and responsibilities in ensuring that quality measures and outcomes are met. The [Program Planning Development and Renewal](#) department at Humber follows a comprehensive quality assurance framework to ensure all policies, procedures and principles support excellence in the quality of new/renewed programs.

All Humber full-time postsecondary programs are guided by a program map that acts as a quality assurance mechanism to ensure that program graduates meet credential level requirements. The map outlines how degree level standards of the Ontario Qualifications Framework (OQF) and the program learning outcomes are achieved through individual course learning outcomes and assessments.

Each program undertakes regular rigorous reviews to ensure that it is current and aligned with both provincial standards and professional requirements through a comprehensive and evidence-based assessment of program performance. Evidence includes institutional and program level data, faculty consultation, PAC member input, and student feedback. The development, implementation and monitoring of an action plan in response to the program review ensures that recommendations are carried out and evaluated for efficacy.

The college is also in the process of implementing several strategic initiatives that will continue to guide curriculum design and delivery, pedagogy, and educational processes:

Humber's [Strategic Mandate Agreement 2](#) outlines the college's aspirations to achieve formal polytechnic status, with a view to providing polytechnic leadership to the Ontario postsecondary system. Humber will leverage existing strengths and commit to significant changes in its credential and program mix, curriculum design, pathways, and transfer and partnership arrangements to align with provincial priorities and learner and labour market needs.

Humber's [2018-2023 Strategic Plan](#) provides a framework for transforming postsecondary education. Three strategic pillars set Humber's broad directions to develop career-ready citizens, provide accessible education, and build a healthy and inclusive community. These pillars are aligned with strategic priorities and supporting actions.

Humber is a signatory of the [Indigenous Education Protocol for Colleges and Institutes](#) thereby recognizing and affirming its responsibility and obligation to Indigenous education. As such, the college agrees to:

- Commit to making Indigenous education a priority;
- Ensure governance structures recognize and respect Indigenous peoples;
- Implement intellectual and cultural traditions of Indigenous peoples through curriculum and learning approaches relevant to learners and communities;
- Support students and employees to increase understanding and reciprocity among Indigenous and non-Indigenous peoples;
- Commit to increasing the number of Indigenous employees with ongoing appointments, throughout the institution, including Indigenous senior administrators;
- Establish Indigenous-centred holistic services and learning environments for learner success;
- Build relationships and be accountable to Indigenous communities in support of self-determination through education, training, and applied research.

Humber's 2016-2021 [Strategic Applied Research and Innovation Plan](#) sets out the roadmap to developing a thriving applied research culture at Humber that will position the college as the leader among Canadian Polytechnic Institutes. The overarching objectives are to:

- Invest in our students by expanding applied research training opportunities across all disciplines;
- Build relationships with industry and community stakeholders to strengthen our applied research efforts and enhance our profile;
- Develop research excellence in our faculty, enhancing their professional reach and growing their capacity and identity as researchers;
- Establish transparent operating principles and protocols within the Office of Applied Research & Innovation (ARI) to facilitate the completion of applied research projects;
- Communicate and celebrate our successes.

Humber's [Institutional Learning Outcomes Project](#) will identify the core skills and competencies that all Humber students will possess and be able to demonstrate upon graduation. The ILOs will support graduates to be competitive and resourceful and to inspire change in their workplaces and communities, demonstrating the unique value of a Humber education. As a leader in polytechnic education, Humber is developing ILOs to communicate the distinct advantages of its polytechnic model at a time of increasing challenge and complexity in the workplace and in society.

Recognizing that today's students require instant access to vast amounts of information on mobile devices, and the ability to gather together in real-time virtual spaces, Humber must break away from the traditional models of teaching and learning. The college's Digital Campus Plan will position Humber as a leader in the delivery of Digital Learning in post-secondary education with recognition as a Centre of Excellence. Humber students and

faculty will have the opportunity to learn and teach using current technology in flexible formats and digitally enriched environments. The college will achieve these goals by:

- Enhancing the student experience with the development of a Digital Learning Platform that is mobile and ubiquitous;
- Building digital expertise and institutional capacity;
- Innovating through a networked community within and beyond Humber;
- Accessing Open Educational Resources (OER). Humber is currently undertaking an institutional inventory of OER use in courses across all programs and Faculties. This inventory will be a useful tool for helping to identify opportunities for increased adoption of OER in support of learning.

In 2018, Humber officially joined the [Open Educational Resource University](#) (OERu). An independent, not-for-profit organization coordinated by the OER Foundation, the OERu network of institutions offers free online courses for students worldwide and provides affordable ways for learners to gain academic credit towards qualifications from recognized institutions.

Joining OERu formalizes Humber's continued re-conceptualization of student access and program delivery frameworks, and supports the college's aim to increase access to mobile and ubiquitous learning and reshape our physical and virtual campuses in order to facilitate 21st-century education. Partnering with OERu aligns with Humber's digital learning strategic goal to innovate through a networked community within and beyond the college to respond to emerging trends and priorities in our local, national and global communities.

## Delivery Methods

Humber employs a range of quality assurance mechanisms to ensure excellence in program delivery, including:

### Centre for Teaching and Learning

Humber's [Centre for Teaching and Learning](#) (CTL) provides quality assurance oversight in the development and delivery of program curricula by providing faculty with targeted professional development opportunities to:

- Engage in lifelong learning, access teacher training and be connected to and mentored by their peers;
- Incubate, test, and innovate teaching practices and delivery methods;
- Redefine and reimagine learning spaces and the ways in which learning occurs within a physical and virtual learning environment;
- Use educational technology in an effective and pedagogically sound manner. This is done through [on-site workshops](#), webinars and [one-on-one sessions](#);
- Engage in the scholarly inquiry of teaching and learning under the [Scholarship of Teaching and Learning \(SoTL\)](#) initiative. This initiative tracks the impact of pedagogical practices on student learning experiences. Approaching teaching

through a lens of scholarly inquiry leads to improved student outcomes, as well as increased excitement and satisfaction for faculty. SoTL provides:

- Research methodology and workshops on a variety of topics, such as designing research projects, developing proposals, and implementing best practices in survey design;
  - Online resources including internally developed tools and guides on conducting SoTL research, as well as links to external sources;
  - The [Teaching Innovation Fund](#), a comprehensive support package to help faculty take a research project from ideation to final analysis and interpretation;
  - SoTL Conference field trips for Teaching Innovation Fund holders. Fund holders attend a local SoTL conference to evaluate research talks presented by other professionals and to learn about effective research presentations;
  - Support for dissemination of the results and innovation impact of faculty SoTL projects through its website, journals, lunch-and-learns and a three-day writing boot camp;
  - Cutting Edge, a new CTL initiative that helps faculty explore and implement innovative technology and investigate how it enhances the classroom experience. Once faculty have mastered new teaching strategies/tools/techniques, they deploy them in their classrooms with on-site support from the CTL's Professional Learning and e-Learning teams. The CTL's Research team then gathers evidence from faculty and students on the impact of these innovative teaching approaches.
- Extend digital capabilities in the creation and use of multi-media content for mobile and ubiquitous learning. Humber's [Creative Productions](#) unit works with faculty to create educational content. Faculty can access:
    - Premium equipment with training and support;
    - One-on-one training and support for concept and script development, shooting and editing, screen capturing and video editing programs;
    - Training and support in using Humber's lightboard and green screen to create unique video-modelling recordings and creative instructional videos;
    - A virtual reality (VR) studio (including a holodeck) to support and advance the use of VR and augmented reality in teaching and learning.
  - Improve the delivery of education by establishing Communities of Practice (CoP) that encourage collaboration and communication between educators;
  - Use educational technology in an effective and pedagogically sound manner. The [Instructional Support Studio](#) supports faculty through on-site workshops, webinars, and one-on-one sessions. Faculty are strongly encouraged to maintain a minimum web presence for their course(s) using the Blackboard Learning Management System. The Studio acts as a first point of contact to learn more about Blackboard and offers a variety of services to ensure the effective and appropriate use of technology to support learning at Humber.

Other quality assurance activities undertaken by the college:

- Every program completes an Annual Program Quality Assessment. This exercise helps academic Faculties take stock of their programs and plan for continuous improvement. These assessments include enrolment data, graduation rates, and provincial credential comparators. Academic Faculty representatives are required to respond to the data, and to provide details on related activities such as measures implemented in response to student feedback.
- Regular review of and modifications (when necessary) to the program's map are made before program and curricular changes are considered.
- Students provide continual feedback on their learning through the Student Feedback Questionnaire (SFQ).
- [Humber's Student Success Survey](#) queries students on challenges they may experience during the academic year, allowing for early alerts for those experiencing issues.
- Current students can access services through the [Academic and Career Success Centre](#), including but not limited to assistance on exploring educational and career pathways, and understanding academic progress.
- [Humber's Student Success and Engagement](#) department offers a full range of services and supports to assist students both inside and outside the classroom.
- Students taking an online course are supported through the [Open Learning Centre](#) (OLC). The OLC provides live student support by phone, remote desktop, email, in-person and online chat sessions 7 days a week. Currently Humber provides access to over 400 online courses through the use of innovative processes and current technologies that overcome time and boundary constraints. The OLC staff work with the college's academic Faculties and service areas to ensure Humber's online learners and faculty have a positive and effective learning experience.

## Training and Support

Through the CTL, new full-time faculty members are required to complete a mandatory two-year [Teaching Excellence Program](#), which includes a summer teaching clinic, various courses and an independent project and teaching practicum. Part-time faculty are encouraged to complete the [Teaching Effectiveness Certificate](#), which includes courses on using learning technology, preparing for instruction, evaluation techniques and effective delivery strategies. In addition, the CTL offers:

- Specialty training certificate programs designed to explore specific competencies and theoretical strands. These programs include the [Culturally Inclusive Educator Certificate](#), which provides participants with an opportunity to enhance their intercultural knowledge, communication skills, curriculum development and differentiated teaching skills specific to working with international students. Also the [Inclusive Curricular Design Certificate](#), [Teaching in a Digital World Certificate](#) and the [Teaching and Learning Research Certificate](#) are available through the Center for Teaching and Learning.



- Full-time and part-time faculty have access to the support of a teaching and learning coach and/or mentor to assist with self-reflection and professional development planning.
- Humber's [Part-time Teachers Conference](#) offers professional development for part-time faculty from colleges across the province.
- Humber's annual [Showcase Conference](#) for faculty and staff builds community and provides a full day of peer-to-peer professional development.
- Innovative faculty are identified by their Deans and sponsored to present new instructional methods at the following external conferences: the [League for Innovation in the Community College](#) and the [Society for Teaching and Learning in Higher Education](#).
- Best practices and new methods are broadly shared with all faculty through the [CTL website](#), [Twitter](#), a faculty list-serve, weekly email blasts and [YouTube](#).

The CTL also offers [professional development workshops](#) for all faculty regarding curriculum and instructional design, including an overview of program learning outcomes, course learning outcomes, and course outlines. Workshops occur throughout the year and more frequently during the May/June period. These workshops also offer all faculty opportunities to improve lesson planning, learning experiences and assessments. In addition, CTL provides individual faculty support to map the design of assessments to learning outcomes.

The Teaching Innovation Fund offers faculty funds and support for developing and conducting a research project about teaching and learning. There are typically two types of projects: "Build" projects, in which faculty develop and build a new, evidence-based teaching tool or approach, and "Impact" projects, in which the impact of an innovative teaching tool or approach is measured with students. For examples of previous research projects, see [CTL's YouTube channel](#).

Through the CTL, the [Humber Press](#) publishes titles on a wide variety of topics reflective of both the breadth of Humber College's academic offerings and the scope of its faculty's interests and accomplishments. We offer an accessible publishing environment that strives to promote scholarship and advance diverse perspectives. Our editors develop texts to showcase the research and creativity of our faculty. On occasion, Humber Press will consider and publish work by individuals not affiliated with the college. We encourage first-time authors and are pleased to present a venue for writers to take their work from germination to publication.

The College is in the process of implementing new software that will assist academic Faculty representatives in developing course outlines that systematically link program and course learning outcomes to learning modules and assessments. The software is designed to assist in course mapping to provides clarity to faculty. Course and program mapping help to identify gaps in learning design and expose areas within the curriculum that are not effectively scaffolded and/or connected to PLOs. Faculty will use this software to produce course outlines that include course learning outcomes linked to program learning outcomes, and modules of instruction, learning activities, readings, outcomes and assessments. This will provide an additional level of assurance to verify that PLOs are linked to the design of learning activities and assessments.

## 5.2 Quality Assurance of Delivery

The following policies and processes related to quality assurance of program delivery are included in [Section 14](#) of this application:

- [Program Review Policy](#)
- [Program Review Procedure](#)
- [Faculty Evaluation and Professional Development Policy](#)
- [Faculty Evaluation Procedure](#)
- [Academic Freedom Policy](#)

## 5.3 Student Feedback

The [Student Feedback Questionnaire \(SFQ\) Policy](#) outlines the mechanism for student feedback regarding program delivery. The college is committed to measuring students' perceptions of their learning experience and the SFQ is an instrument used on a regular basis to collect such data.

The SFQ is available on a [digital platform](#) and has been deployed across the institution in phases. Having access to both immediate and longitudinal data allows faculty to further engage in reflective practice and make data-informed decisions about their teaching practice. This data gives faculty new insights on how to influence and improve the student learning experience. Additionally, this digital platform increases the level of access we provide to our students.

For more information related to SFQ visit the [Digital SFQ Website](#).

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## SECTION 6: CAPACITY TO DELIVER

**STANDARD:** The College has the capacity to deliver the quality of education necessary for students to attain the stated and necessary learning outcomes.

### 6.1 General

Humber offers a high-quality teaching and learning environment, and is widely known for helping students achieve academic and career goals. With an international reputation for quality programs and academic excellence, Humber serves 33,000 full-time and over 3600 part-time students. Among the college's strengths is its breadth of programs and range of credentials. Students can select from more than 180 industry-related full-time programs, each designed to meet specific career interests. Humber students can also choose from a range of credentials including four-year bachelor's degrees, two- and three-year diplomas, one- and two-year certificates, graduate certificates and apprenticeships.

Humber's primary focus is on teaching and learning. Award-winning, industry-connected faculty members teach in labs and classrooms that use the same equipment and technology used by employers. They enrich the classroom experience by providing insight into the "real world," which helps students prepare for their careers, and graduate with the credentials, knowledge and skills that employers value.

Industry partnerships are essential to Humber's success. Industry advisors provide guidance on academic programming, ensuring students learn the most relevant curriculum. The partnerships also provide work study, field placement and internship opportunities for students. The college's partners offer research opportunities, fund scholarships, contribute to infrastructure projects and, most importantly, hire Humber graduates.

Research is an important area within Humber. The [Applied Research and Innovation](#) department bridges the gap between research, innovation and industry. Students have the opportunity to develop solutions for businesses while they earn their credentials. As research and academics become more integrated at Humber, the college is poised to play a significant role in provincial and national economic growth.

Humber has been offering degree-level education since 2001, beginning with the launch of the collaborative nursing program in partnership with the University of New Brunswick. The following year saw the launch of the University of Guelph-Humber. Humber College Institute of Technology and Advanced Learning offers 28 Honours baccalaureate degrees. A list of Humber's current degree offerings can be viewed [here](#).

Humber's graduates have found success both in the workplace and in continuing their education. Graduates from FMCA's degree programs have been accepted into graduate education programs locally and internationally. Additionally, Humber's national and international institutional partnerships allow graduates the opportunity to obtain master's level education with Cape Breton University, Royal Roads University, Davenport University, Niagara University, Northwood University, and the University of Gloucestershire, to name a few.

## 6.2 Faculty Qualifications and Policies

The Honours Bachelor of Creative and Professional Writing program will be staffed by qualified full- and part-time professors to ensure students have ample access to instructional supports both in and outside classroom hours. All faculty hold relevant professional credentials and have related experience as creative and/or professional writers. All faculty engage in research or creative activity and maintain currency in their fields.

The following table summarizes full-time equivalent (FTE) core faculty complements over the first 4 years of the program:

Note: Determined using formula of 30% full-time and 70% part-time.

	Staffing Requirements - Projected			
	Cumulative Enrolment	Cumulative Full-time Faculty Equivalents (F.T.E.)	Cumulative Part-time Faculty Equivalents (P.T.E.)	Ratio of Full-time Students/ Full-time Faculty
	Full-time			
<b>Year 1</b>	49	0.2	0.6	49/1
<b>Year 2</b>	94	0.7	1.6	94/1
<b>Year 3</b>	135	1.0	2.3	135/1
<b>Year 4</b>	172	1.9	4.3	91/1

This method used to calculate cumulative enrolment:

Year	Retention Rate	Year 1	Year 2	Year 3	Year 4
		2015/16	2016/2017	2017/2018	2018/2019
1	-	50	50	50	50
2	90%	-	46	46	46
3	81%	-	-	42	42
4	73%	-	-	-	38
Total	-	50	96	138	176

The Faculty of Media and Creative Arts has increased the number of faculty with terminal credentials since first beginning to offer degrees in 2004 and will meet the requirement to have at least 50% of the students' experience in the main field of study taught by faculty holding terminal credentials. The terminal credential in the creative writing field is considered to be Master of Arts or Master of Fine Arts in Creative Writing. For professional writing and communication courses the appropriate credentials are expected to be in

Professional Communication, Advertising, English or Rhetoric. The Faculty of Liberal Arts & Sciences and Innovative Learning has recently seen an increase in the number of full-time faculty who hold MFA in creative writing.

Together, the Vice President, Academic, the Vice-President, Human Resources and Organizational Effectiveness, and the Senior Deans develop human resource hiring and development plans for each of the Faculties. From these plans, the number of professors to be hired is determined for all levels of study offered by the Faculty. The recruitment of professors with the requisite qualifications to teach at the degree level includes a national advertising strategy. Humber employs a number of strategies to search for professors to teach in degree level programming. Briefly, the College:

- Advertises the positions in key industry publications as well as the Journal of Higher Education.
- Advertises positions and networks with related associations.
- Approaches American universities which have masters and doctoral programs in related areas to recruit graduates who might be interested in a teaching position at Humber College enters into discussions with local universities such as Guelph, University of Toronto, McMaster, Ryerson, York and others with related programs, to promote part-time teaching opportunities at Humber.
- Enters into discussions with other Canadian universities regarding the recruitment of qualified professors.
- Assesses potential cross-appointments of other degree level professors within the institution.
- Posts all positions internally at Humber, as is normal practice, and on Humber's website. These postings are also available to professors at other colleges in Ontario.

In addition to recruiting new professors, as part of its commitment to professional development, Humber provides tuition assistance and sabbaticals for current professors who are committed to pursuing further formal education including post graduate degrees.

Humber will employ a complement of current faculty augmented by newly hired members recruited for their academic and professional qualifications, expertise in the fields of professional and creative writing and their commitment to the guiding principles of the proposed programs. Faculty will be hired in order to meet the faculty credential requirements required for PEQAB consent. Together the Faculties have mapped out an appropriate hiring plan to ensure that these requirements are met.

The faculty hiring plan for the proposed program capitalizes on the experience and strength of excellent professors currently employed by Humber can be found in Appendix 16. Their CVs indicate the depth of their expertise and commitment to lifelong learning and can be found in Appendix 6, along with Faculty CV release forms in Appendix 7. The plan also ensures that all faculty will hold an academic credential at least one degree higher than that offered by the program.

<b>Proposed Academic Credentials</b>		
<b>Semester</b>	<b>Course Title</b>	<b>Proposed Faculty Credential</b>
1	Introduction to Creative Writing	MA
1	MSCP 1000: Writing Fundamentals	MFA/PhD
1	MSCP 1501: Photography Fundamentals	MA
1	MSCP 1003: Social & Digital Media	MA
2	MSCP 1002: Writing 2: Writing to Deadline	PhD
2	MSCP 1001: Video & Audio Production 1	MA/PhD
2	MSCP 1502: Multi-platform Storytelling 1	MA
2	MSCP 1503: Communications Law & Ethics	MA
2	Discipline Elective: Poetry Workshop Discipline Elective	MA
2	Discipline Elective: Storytelling Truths	MFA
3	Creative Writing 1: Building the Story	MFA
3	Creative Lab 1	MA/MFA
3	Community Engagement through the Arts	MFA
3	Reading to Write	MFA
3	Multi-media Design & Web Development	MA/MFA/PhD
3	Professional Practice	MA/PhD
4	Creative Writing 2: Finding Voice	PhD
4	Creative Lab 2	MFA/MA
4	Social Media & Digital Storytelling: Foundations	PhD
4	Writers as Researchers	MFA
5	Creative Writing 3: Refining the Story	MFA
5	Writing Process: Editing, Foundations	MFA
5	Writers as Readers: Emerging Voices	MFA
5	Discipline Elective: Feature Writing	MFA
5	Discipline Elective: Writing for Children	MFA
6	Creative Writing 4: Clarifying Voice	MA
6	Social Media & Digital Storytelling: Advanced	PhD
6	Project Management	PhD

Proposed Academic Credentials		
Semester	Course Title	Proposed Faculty Credential
6	Discipline Elective: Writing Process: Editing, Advanced	MFA
6	Discipline Elective: Playwriting	MA/MFA
6	Discipline Elective: Graphic Novel	PhD
7	Writing Specialties: Capstone Seminar	PhD
7	Arts Management	MFA
7	Strategic Communication	PhD
7	Discipline Elective: Screenwriting	MFA
7	Discipline Elective: Content Marketing & Copywriting	MFA
7	Discipline Elective: Ghostwriting	MFA
8	Writing Specialties Capstone Manuscript	MFA/MA/PhD
8	Business of Writing	MFA
8	Portfolio	MFA

## Core Courses

Humber's diploma and degree programs in various fields of design are taught by highly qualified faculty, most with recognized doctoral or master's level degrees. Several of these professors are expected to form the nucleus of the core teaching faculty for the proposed Honours Bachelor of Creative and Professional Writing. The Curriculum Vitae of these identified faculty members can be found in Appendix 6. For lab-intensive courses, it is expected that Humber may need to hire additional part-time and full-time faculty in order to create appropriate student-faculty ratios for effective applied learning.

## Non-Core Courses

All faculty members teaching in non-core courses have graduate level study and teaching experience in the discipline in which they teach courses and related work experience in the field in which they teach. Humber's policies require that all instructors in degree-level non-core courses hold at least master's level credentials.

## Curriculum Vitae of Faculty

The Curriculum Vitae of faculty assigned to core courses can be found in Appendix 6.

CVs for faculty assigned to deliver the non-core courses and other breadth-related requirements are not included in this submission. The Postsecondary Education Quality Assessment Board Secretariat has recommended that the college be exempted from a

breadth review for degree programs that access the same or substantially the same breadth curriculum for a period of seven years and that Humber be permitted to amend its breadth offering without the necessity of seeking amendments to its consents. The next Breadth Capacity Review is slated for March 2024.

## Curriculum Vitae Release

The college has on file and available for inspection, signatures from all faculty and staff who's CVs are included in this submission, attesting to the truthfulness and completeness of the information contained in their CV and agreeing to the inclusion of their CV in any documents/websites associated with the submission, review, and final status of the program application.

### 6.3 Library Resources and Supports

A Humber Libraries Collection Assessment was conducted by Humber Libraries with regards to the proposed Honours Bachelor of Creative and Professional Writing program. The existing library collection (including books, e-books, print and electronic journals/magazines and databases) supports the degree, and offers a substantial number of resources required by the core program courses. The complete assessment report can be found in Appendix 8.

The table below summarizes the number of items in the collection (print and online) that will directly support the Bachelor of Creative and Professional Writing:

		Number of Holdings	
Library resources relevant to program subject areas	Books/Monographs*	North	5627
		Lakeshore	3184
		Orangeville	21
		ebooks	287
		Total	9119
	Core Journals (Electronic)	90	
	Core Journals (Print)	4	
	Core Databases	27	
Other Library Access	<a href="#">Interlibrary loan support</a> Direct borrowers agreement World Share Interlibrary Loan		

\* Library resources from Humber's North and Orangeville Campuses are accessible by students at the Lakeshore campus through Humber Libraries convenient on-site or online request system. For example, a book held in the North Campus collection can be picked up and returned to the Lakeshore campus by placing a hold online and indicating pick up location campus.



### Research Support

Students are able to visit the research help desk at the library in person or use askON (virtual chat help) for guidance on research for their assignments. askON is a collaborative service that twelve Ontario colleges support and operate. Students can also book appointments with their liaison librarian, for more in-depth assistance.

### Research Instruction

Liaison librarians are available to teach research skills in classes or via online modules based on faculty requests. These sessions are tailored to the needs of the program and are often assignment specific. The goal of this service is to map to key courses in a program where research assignments are part of the curriculum. Both students and faculty find this service beneficial to student success. Based on a recent study undertaken by Library Services:

- 78% of students agreed or strongly agreed that they did better on their assignment as a result of what they learned from a librarian presentation in their class.
- After having a library presentation in one of their classes, 96% of faculty respondents agreed or strongly agreed that their students were more aware of library resources, while 90% agreed or strongly agreed that their students were more likely to use library resources and had done better on their assignments.

### Library Website

The [Library's content-rich website](#) was updated in 2017 and provides 24/7 on-campus and remote access to the Library's catalogue and various online resources such as ebooks, ejournals, databases and streamed video content. The Discover search tool provides a "Google-like" interface and integrated search results for both the library catalogue and many key databases. Users can also search for resources by their program and by type of resource (e.g. ebooks). The website is AODA compliant and accessible on mobile devices.

### Course Resource Pages

Online library content (ebooks, ejournal articles and streamed video) can be embedded into Humber Blackboard course sites via the creation of course resource pages. Faculty can develop lists of the resources they wish to use. Alternatively, librarians are available to help identify relevant readings. Organized by week or by theme, these pages are very easy for students to access and use.

### Video Tutorials

The Library has created a [suite of video tutorials](#) providing 24/7 self-help options for students that demonstrate how to navigate various eResources, the Discover feature, as well as how to find books and access their library accounts.

The library also launched a series of APA in Minutes instructional videos in the summer of 2013. The videos were created in response to a growing need for APA assistance as voiced by students. The series currently consists of 12 videos covering a range of topics such as in-text citation and citing social media.

### Technology Lending

In response to student feedback for more technology in our spaces, the Library started a laptop loan program in 2016 at the North campus. Thirty laptops are available for four-hour loans and can be used anywhere on campus. More recently our technology lending service has expanded to include phone chargers and HDMI cables.

### Interlibrary Loans

Intercampus loan services (resource sharing among Humber's three campuses) and interlibrary loan services (resource sharing with external libraries) are provided to Humber students and faculty so they may directly borrow library materials from any Ontario community college library. Library staff will also arrange loans from Ontario universities.

### Accessible Content ePortal (ACE)

Humber Libraries participates in the [Accessible Content ePortal](#) (ACE), which contains alternative formats of the print book collections of participating Ontario colleges and universities. Content is made available to students requiring alternate print formats in the following ways: B&W PDF, DAISY, TXT and ePub. ACE is managed by Scholars Portal, a service of the Ontario Council of University Libraries.

### Copyright Services

The Library leads the College's copyright education program and has created an online tutorial for faculty. The Library will also secure permissions for materials not in its collections based on faculty requests.

### Library Orientation & Outreach

[Mobile Library Tour](#): The Library has developed a mobile library tour, launched in September 2018, to show students library spaces, services and physical collections. Faculty are encouraged to promote this mobile tour to new students.

International Student Orientation: The Library participates in the international student orientation to increase awareness of our services and supports. International students are encouraged to complete the mobile library tour as part of their orientation.

Learning Commons Technology Workshops: During Orientation week, Humber Libraries offers technology workshops for new students with the goal of equipping them with tools to navigate Humber-specific technology. Topics include connecting to Wi-Fi, printing, photocopying and scanning, lab locations, troubleshooting techniques, how to access free software available to students, booking online study rooms, borrowing equipment and resetting passwords.

Faculty Orientation: The Library partners with the Centre for Teaching and Learning to create and deliver training for new faculty on the breadth and depth of library resources and services available. A new faculty collection fund allocates \$1,000 for each new faculty member for library resource purchases such as books, ebooks and journals. New faculty collaborate with their liaison librarian to spend the allocated funds.

### Outreach Activities

The North Learning Commons hosts a St. John's Ambulance therapy dog once a week during the Fall and Winter semesters. Percy's visits are very popular with students and provide a welcome study break in a dynamic space. The Library also hosts an annual event called Recess, which takes place over four separate days – two in the Fall semester and two in the Winter semester. Recess is designed to promote and instruct students on library services through fun and engaging activities, while developing partnerships with academic Faculties and departments. During the 2018-2019 academic year, the themes for the four days were: Library Olympics, APA & Play, The Love Edition (tied to Valentine's Day) and Reflect & Recharge.

### The Library Team

The Library team has ten full-time liaison librarians, all with American Library Association accredited Masters degrees in Information Studies or Library Science. Liaison librarians are responsible for research support, research instruction, collection development and often coordinate the delivery of the library's many services. Twelve full-time and eight part-time Library Technicians staff the research help desk in the Libraries and the help desks in two Learning Commons spaces. Library Technicians also support the Library's core services in learning resource acquisitions and cataloguing, copyright services, interlibrary loan and course resource pages. There are six clerks who staff the borrower services desks in our two campus libraries. The Library has four administrators, three of whom have a Masters in Library Science or Information Studies. The Library also recently hired a Library Systems Specialist, whose focus is the website and the various systems that support our services.

### Professional Development

Librarians are encouraged and supported financially to attend conferences, symposiums, webinars and seminars relevant to their subject areas and the services they support. The Library also covers the cost for all interested library staff to attend the Ontario Library Association's annual Superconference in Toronto, the largest library conference in Canada. The research help team launched an eTraining program in May, 2016. eTraining lessons are sent to all research help staff each with learning objectives, an activity such as articles to read or videos to watch, as well questions to answer. All the questions are based on staff input and real-life reference questions. Trainings are taken up in-person and via video for evening and weekend teams. Connect5, an annual one-day conference for library staff at the Greater Toronto Area colleges, is supported and attended by Humber Libraries' team members.

## **6.4 Computer Resources**

Across the college, Humber students have access to more than 2400 computers in computer and open access labs, many of which are available for student use when classes are not scheduled. Most computer labs have a high-volume, black and white laser printer configured to print on both sides of the page. Humber's Open Access Labs are non-scheduled computer labs featuring commonly used applications. Each lab (North: H205 and N205, Lakeshore: A240 and FB102/3) features colour printing, scanning, and Internet access. Open Access Labs are open to all students actively enrolled in courses.

Wireless services are available across the college in classrooms, public areas, and offices. The wireless network allows faculty, staff, students, and visitors Internet and network resources such as email and web access from many different on-campus locations. Humber offers both a secure and a public wireless network service.

All full- and part-time students have access to select Microsoft software at no additional cost for use on their personal computers, including the most recent versions of Windows, Office for Mac used by Humber staff.

## **6.5 Facilities and Classroom Space**

The degree will be delivered at the Lakeshore campus where over 11,700 full-time students attend classes.

All classrooms at the Lakeshore campus contain the following equipment:

- Creston Touch Panel with standard graphical user interface (GUI)
- Creston lighting control with wall switch, plus lighting “scene” selection via the touch panel
- HD 16x10 projector
- 9’ to 10’ projection screen (controllable via the touch panel)
- Dell PC (latest Humber standard) with 19” monitor (16x10)
- Blu-ray player
- Audio amplifier
- 4+ ceiling speakers (depending on room size)
- Wall-mounted “program speakers” (in addition to the ceiling speakers) in tiered classrooms
- Auxiliary input: HDMI, VGA w/audio, and Composite RCA video w/audio located on the podium
- Data jack and electrical outlet on the podium
- Tech help phone
- “e-control” for remote login to the room AV system (for technical assistance)
- Connection to the Creston “room view” which monitors the status of the room AV (what’s “on”, lighting scenes, sound levels, projector lamp life/filter life/internal temperatures, etc.)

The majority of the classrooms at the Lakeshore campus seat 30-69 students, but there are 12 larger classrooms that can accommodate 70-87 students. The larger rooms that hold up to 65 students are used for full-cohort meetings, while the smaller classrooms are used when the cohort is divided into two or more groups.

## **6.6 Resource Renewal and Upgrading**

Humber’s Capital Development and Facilities Management department reviews the physical condition of the campuses and completes assessment surveys. Planning is informed by data that includes KPI feedback regarding student satisfaction with learning facilities. Other

considerations include academic and enrolment plans, space utilization reports, Colleges Ontario Facilities Standards and Inventory (COFSI) reports, and stakeholder consultations.

The assessment of these metrics informs the formation of the Campus Development Plan and the Campus Land Use Plan. These plans support Humber's strategic enrolment and community plans by increasing instructional seat capacity, renewing instructional and related support spaces, expanding learner support facilities, defining landmark entrances, enhancing campus arrival experience, and investing in faculty and administrative offices in conjunction with increases in academic space.

The following projects at the Lakeshore campus are a result of the development plan:

- [Student Welcome and Resource Centre](#): The Student Welcome and Resource Centre and the Fitness Centre, provide gateways to all the supports and services available to students and the South Etobicoke community. Almost all student services are now under one roof in the Welcome Centre – registration, advising, the health centre, counselling, the LGBTQ+ Resource Centre, First Year Experience, and the Aboriginal Resource Centre.
- [Lakeshore Grounds Interpretive Centre](#): Through arts, culture, and storytelling, the Lakeshore Grounds Interpretive Centre aims to interpret the natural and built heritage of the Lakeshore Grounds and to engage the surrounding community through exhibitions and cultural programming. They focus primarily on themes of education, mental health, indigenous history, environmental sustainability, and civic engagement.
- [Centre for Entrepreneurship](#): The Centre for Entrepreneurship (CfE) is the student-focused on-campus destination for everyone who wants to explore the world of entrepreneurship and intrapreneurship. The CfE provides a space for like-minded individuals to meet, collaborate and create. Irrespective of an individual's passion, interest, or previous entrepreneurial experience, the CfE has specialized opportunities that will stimulate new ways of thinking and support unique goals. These experiential learning opportunities include interactive workshops, networking events, and startup competitions. Participating students, alumni, and community members will be encouraged to use the facilities and physical resources to help develop, grow, and test business ideas.
- [LGBTQ + Resource Centre](#): The LGBTQ+ Resource Centre works to promote safer, braver, more positive spaces at Humber College and offers a dedicated space at both North and Lakeshore campuses for folks to connect with one another, access resources, and build community.
- [L Space](#): The L Space Gallery hosts exhibitions from 90% of Humber's academic faculties. As an academic gallery and alternative learning space the gallery is able to help facilitate new partnership opportunities, expand creative practices, and create experiential learning opportunities.
- [Classroom Redesign Project](#): Centered on creating an environment of teaching & learning excellence, this project converges imagined ideas and spaces with the experiences of the Humber Community. Critical to this initiative are flexible, comfortable features with reliable technology for a more virtual classroom. The redesigned rooms are bright, inspiring spaces that provide a warm and inviting

atmosphere for students. The classrooms contain easily moveable and functional furniture, are free of physical barriers, and offer reliable technology hubs with video and web conferencing capabilities, along with numerous accessible outlets for electronic devices. With a hybrid presentation, discussion and activity space, these classrooms are more conducive to interactivity and collaboration.

- [Humber's Backfill Project](#) The completion of the Student Welcome and Resource Centre resulted in the vacating of a significant amount of space. The Humber Backfill Project is a multi-year initiative that will reallocate and renovate space, enabling Humber to meet the growing need for new labs, classrooms and office space for students, staff and faculty. New projects underway:
  - New Central PC Lab
  - New Student Entrepreneur Retail Storefront
  - New hub for Applied Research and Innovation and the Centre for Teaching and Learning

Consultations are currently underway to inform the development of a multi-phase construction project at Humber's Lakeshore Campus. The new buildings will centre on the Humber Cultural Hub, a creative and entrepreneurial environment where academic and community arts and culture programming will thrive. Through the creation of this iconic state-of-the-art suite of facilities, Humber will strengthen its long-standing commitment to the cultural sector, while aligning with the Toronto Arts Council's strategic priority of broadening the city's locations for arts programming and supports.

The first phase of the project will see construction of new Faculty of Media & Creative Arts teaching and office spaces, featuring a 150-seat performance hall purpose-built for Humber music programming. This phase will also result in a new gymnasium for student and community use, and a new 300-bed student residence to be connected to the existing residence.

Phase two will involve the demolition of the old A building, and the construction of a 600-seat multidisciplinary performance venue with biometric monitoring and projection-mapping technologies. Additional FMCA learning spaces will include computer labs, an Indigenous classroom, a comedy cabaret, film and media production studios, a screening room and post-production facilities, and a usability testing lab. The Cultural Hub will also be home to the Center for Creative Business Innovation (CCBI), as well as a new cafeteria with a private zone for students living in residence, new retail spaces, and IGNITE (student government) space.

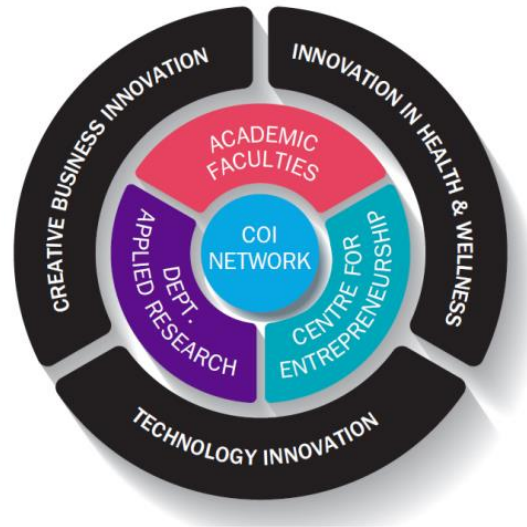
As part of the Humber Faculty of Media & Creative Arts, BCPW degree students will benefit greatly from these renovations and improvements. In surrounds that feature a sense of openness and abundant natural light, they will have access to exciting new learning spaces that are easily activated and adaptive. Built from the ground up to be conducive to multidisciplinary collaboration, the Humber Cultural Hub will provide students in the program with countless opportunities to engage with students, faculty and community members working in any number of creative and entrepreneurial fields – many of which need writers. By facilitating everything from informal networking to structured work-integrated learning,

the space itself will help equip graduates with an expansive, responsive mindset ideally suited to today's shifting employment landscape.

Updates on this and other capital projects are available on [Humber's Capital Development & Facilities Management](#) website.

## 6.7 Applied Research and Innovation

Applied research and innovation form one of the cornerstones of a polytechnic education. Humber continues to expand its research enterprise through the development of a network of multidisciplinary [Centres of Innovation](#) which serve as hubs for innovation, industry partnerships and research. This will help serve to help businesses and communities succeed and grow. Humber's COIs are innovation catalysts, solving real-world problems, accelerating new concepts, developing new applications and preparing graduates for change.



Humber's COI network is focused on three areas of proven strength and industry sector growth: [Centre for Technology Innovation](#), Centre for Creative Business Innovation, and the Centre of Innovation in Health and Wellness. Together, they will bring together talented people with the insight, imagination and skills to put ideas into action. Students in this new degree will benefit from the resources, collaboration and WIL opportunities that will flow from these centers.

## 6.8 Student Support Services

Humber is committed to ensuring that the quality of student life at Humber is conducive to intellectual and personal growth and to the achievement of academic success. Resources include:

Departments	Details
<a href="#">Aboriginal Resource Centre</a>	<p>Aboriginal Resource Centre (ARC) plans a variety of educational, cultural, and fun activities for all new and returning students. They are open to all students at Humber who have questions, are working on projects or would like to get involved through volunteering. Some of the services provided by the ARC include:</p> <ul style="list-style-type: none"> <li>• Indigenous Student Association (ISA)</li> <li>• Peer tutoring access</li> </ul>



Departments	Details
	<ul style="list-style-type: none"> <li>• Quiet computer and study space</li> <li>• Bursary and Funding applications</li> <li>• Academic counseling</li> <li>• Personal Services</li> <li>• Workstudy &amp; Volunteer opportunities</li> </ul>
<a href="#">Humber Libraries</a>	<p>Humber Libraries supports students and faculty in their learning, teaching and research pursuits through the continuous development and delivery of exemplary research services, collections and spaces that reflect Humber's broad range of polytechnic programs. The Library leverages advanced technology and best practices in digital learning to support all modes of teaching and learning, ranging from in-person to hybrid and online courses and programs.</p>
<a href="#">Registrar's Office</a>	<p>The Office of the Registrar (RO) provides a wide range of academic and enrolment services and systems to prospective and current learners, faculty, staff, and external community. The RO serves students through the entire span of their college journey, from first contact through to graduation. They are responsible for managing admissions, registration and scheduling, maintaining the integrity of academic records, coordinating graduations and convocations, and overseeing financial aid. The RO also handles student recruitment and advising, transfer services, and student systems and reporting.</p>
<a href="#">Student Success and Engagement</a>	<p>The Department of Student Success &amp; Engagement (SSE) supports students' active participation in experiential initiatives, promotes student health, wellness and inclusivity, and offers a variety of educational and career-related support services to help current Humber students, recent graduates and newcomers to Canada achieve their academic and personal goals. SSE also supports our local communities by providing opportunities to build capacity and share resources.</p> <p>SSE comprises Athletics and Recreation, Student Events, Student Wellness and Equity, and Transition and Academic Support.</p> <p>Below are highlights of the services provided by the various departments within SSE:</p> <ul style="list-style-type: none"> <li>• <a href="#">Orientation</a>: Orientation provides new students with the opportunity to learn about all that Humber has to offer through a Meet Your Faculty session, service fairs, campus tours and much more.</li> <li>• <a href="#">First Year Experience peer mentoring program</a>: FYE is a peer mentoring program for all Humber first year students. Mentees are paired with a Peer Mentor who is an upper year student in a similar program. Mentors help students with their college transition academically and socially.</li> </ul>

Departments	Details
	<ul style="list-style-type: none"> <li>• <a href="#">Student Wellness &amp; Accessibility Centre</a>: The Student Wellness and Accessibility Centre (SWAC) supports student wellness and accessibility in order to promote academic success at Humber College. The provision of health, counselling and accessible learning services in one centre enables seamless, holistic support for students where/if necessary.</li> <li>• <a href="#">Health Services</a>: Humber Health Services is a confidential, non-judgmental service working to promote student success by providing care in all areas of personal health and wellness.</li> <li>• <a href="#">Health and Counselling Services</a>: Everyone encounters difficulties at some point in their life. This can create distress and interfere with one's well-being and success. Counselling Services can assist students to work through and resolve these difficulties.</li> <li>• <a href="#">Accessible Learning Services</a>: Accessible Learning Services facilitates equal access for eligible students with disabilities by co-ordinating reasonable academic accommodations and support services.</li> <li>• <a href="#">Testing Services</a>: Facilitates accommodated tests and assessments for Humber College and University of Guelph-Humber students as well as placement exams.</li> <li>• <a href="#">Fitness Centres</a>: Humber's Fitness Centre is dedicated to enhancing the quality of life for students, employees and the community through physical fitness. The Centre offers free fitness classes, personal trainers, fitness assessments, nutrition consultations and incentive programs.</li> <li>• <a href="#">Residence and Housing</a>: One of the primary responsibilities of the Residence Life program is to build strong positive communities within residence. The role of Residence Life is not only to provide a convenient, welcoming, and secure community environment, but to also provide highly trained staff who are responsive to student needs and issues.</li> <li>• <a href="#">Campus Security</a>: The Department of Public Safety strives to create the safest college campus experience in Canada by providing a wide breadth of comprehensive services and programs, so our students can focus on success.</li> <li>• <a href="#">Equity and Inclusion Hubs</a>: The BASE (Black Academic Success and Engagement) and LGBTQ+ Centre seek to support students who identify as members of their respective communities with resources, supports, programming, and community that empowers students to achieve their potential</li> <li>• <a href="#">Advising Services</a>: The Academic and Career Success Centre supports prospective and current students and alumni by providing general advising related to finding a program that is the right fit, exploring careers or planning further education.</li> </ul>

Departments	Details
	<ul style="list-style-type: none"> <li>• <a href="#">Peer Assisted Learning Support</a>: offers a variety of learning supports, including peer tutoring, learning skills workshops, note-taking services and free study sessions run by peer leaders for select difficult courses.</li> <li>• <a href="#">Testing Centre</a>: The Testing Centre provides a professional test environment to our community, supporting students and clients to perform their best, equipping them with the tools they need to be successful, and upholding academic integrity in a quiet and monitored, barrier-free testing environment.</li> <li>• <a href="#">Student Conduct</a>: The Office Student Conduct promotes the rights, well-being and safety of Humber community members, provides assistance with conflict resolution and when necessary investigate complaints using the Code of Student Conduct. Additionally, the Office of Student Conduct provides consent education training, promotes healthy relationships and connection to resources for students who need support.</li> </ul>
<a href="#">Faculty of Liberal Arts &amp; Science and Innovative Learning</a>	<ul style="list-style-type: none"> <li>• The <a href="#">Math Centre</a> helps with all levels of mathematics courses, including courses with embedded math in such fields as physics, nursing, coding and chemistry. The staff is composed of friendly and knowledgeable full-time and part-time Humber students, and University of Waterloo co-op students.</li> <li>• At the <a href="#">Writing Centre</a>, students can receive assistance with writing assignments, including thesis development, essay structure, research skills, grammar and style.</li> </ul>
<a href="#">Community Outreach and Workforce Development</a>	<p>Community Outreach and Workforce Development (COWD) supports people in communities who may not traditionally have access to education, training and employment. By collaborating with Humber Faculties and departments, and partnering with community agencies and government, the department offers a broad range of programs and services to assist youth, Indigenous people, immigrants to Canada, and unemployed/underemployed individuals to access postsecondary education, apprenticeships and meaningful work opportunities. Services and programs include:</p> <ul style="list-style-type: none"> <li>• <a href="#">Community Employment Services</a>: This resource provides employment services for all job seekers and employers across the Greater Toronto Area.</li> <li>• <a href="#">Newcomer Programs</a>: Many internationally-trained professionals have benefited from the educational opportunities and services Humber provides. These include advising services, language classes, and bridging programs that offer short-term technical training.</li> <li>• <a href="#">Pre-Apprenticeship and Training Opportunities</a>: Pre-Apprenticeship training programs are designed to help individuals interested in apprenticeship options develop their job skills and trade readiness in preparation for apprenticeship opportunities.</li> </ul>

Departments	Details
	<ul style="list-style-type: none"> <li>• <a href="#">Youth Transition</a>: This specialized program is designed to help youth make a successful transition to college, whether they have completed high school or not.</li> </ul>
<a href="#">International Centre</a>	<p>The International Centre provides a range of services for international students, including information on permits and visas, health insurance, housing options, academic and social supports, and study abroad options.</p>
<a href="#">Humber Ignite</a>	<p>Ignite is the official student government which advocates on behalf of full-time students at Humber College and the University of Guelph-Humber. The elected students of Ignite are members of key Humber committees to ensure that students are properly represented during all major discussions and decisions.</p> <p>Ignite also provides the following services:</p> <ul style="list-style-type: none"> <li>• Health and Wellness: <ul style="list-style-type: none"> <li>• Health and Dental Insurance Plan</li> <li>• Sleep Lounge</li> </ul> </li> <li>• Financial Services: <ul style="list-style-type: none"> <li>• Financial Relief Program</li> <li>• Bursaries</li> <li>• Tax Clinic</li> </ul> </li> <li>• Know Your Rights</li> <li>• Menstrual Products</li> <li>• Group Study Space</li> <li>• Leadership Lounge</li> <li>• Posting Board Service</li> <li>• Grad Photo Service</li> </ul>

Students can easily access information and resources related to student support and services on the [Student Life](#) website.

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## SECTION 7: CREDENTIAL RECOGNITION

**STANDARD:** While meeting particular needs, the program is designed to maximize the graduates' potential for employment and promotion in their field and for further study.

### 7.1 Labour Market Analysis

Creative writing is an artistic and fulfilling career. Creative writers are frequently hired to apply their skills and creativity in various professional writing roles. Occupations relevant to graduates of the Bachelor of Creative and Professional Writing degree program include but are not limited to:

- Managers in publishing, motion pictures, broadcasting and performing arts
- Correspondence, publication and regulatory clerks
- Authors and writers
- Editors
- Supervisors in printing and related occupations
- Journalists

A recent environmental scan and labour market analysis completed by Humber College relating to these occupations reveals an average hourly wage ranging from \$22.50-\$33.66/hour (Appendix 9). According to EMSI, job growth in these areas is mostly positive, with the exception of editors, and correspondence, publication and regulatory clerks. Authors and writers are positioned to see a 12% increase in jobs through 2023. The full Environmental Scan including labour market analysis can be found in Appendix 9.

### 7.2 Employer Needs

Humber distributed an employer needs survey in January 2019 and gathered information from 16 local employers who responded. 63% (n=10) of respondents employ personnel with similar skills and credentials to those that will be acquired by graduates from the proposed program. 55% (n=6) of respondents anticipate that the number of positions within their workplace requiring similar skills/credentials to those offered by the proposed program will increase over the next 5 years, while 27% expect it to remain the same. 88% (n=14) of respondents state that there is a need in their workplace for personnel with the characteristics acquired by graduates from the proposed program, and 44% (n=7) of respondents expect this need to increase over the next 5 years, while 31% (n=5) expect it to remain the same. A summary of all data collected in the employer needs and work placement capacity survey can be found in the Survey Report in Appendix 10.

### 7.3 Work Placement Capacity

Employers contacted to complete the employer needs survey were also asked about their capacity to offer placement to students from the proposed program. 10 of 16 respondents indicated they could offer placement, while 4 respondents indicated they were uncertain

about offering placement. It is expected that the students will participate in placements similar to those secured by students in the Professional Writing and Communications graduate certificate program in the Faculty of Liberal Arts & Sciences and Innovative Learning. In the last two academic years the Professional Writing and Communications program has had more postings for jobs than students in the program. A list of potential employers and sample work-integrated learning placement descriptions can be found in Appendix 11.

## 7.4 Letters of Support

The college reached out to several institutions and potential partners to seek their support in recognition of the Honours Bachelor of Creative and Professional Writing as both a degree credential and a valuable learning experience for future writers. Letters have been received by the organizations in the table below and can be found in Appendix 12.

Organization	Classification
Canadian Notes and Queries	Employer
Invisible Publishing	Employer
Ryerson University	Post-secondary Institution
Trent University	Post-secondary Institution
School of Creative and Performing Arts, University of Calgary	Post-secondary Institution
University of Toronto, MA Program in English in the Field of Creative Writing	Post-secondary Institution
University of Victoria, Department of Writing	Post-secondary Institution
University of Windsor, Creative Writing Program	Post-secondary Institution
University of British Columbia, Creative Writing Program	Post-secondary Institution
Western University, Alice Munro Chair in Creativity	Post-secondary Institution
Toronto International Festival of Authors	Association/Employer
Quill and Quire	Employer
Story Planet	Employer

## 7.5 Sample Job Postings

A recent scan of popular job search engines and social media outlets revealed several potential job postings in the Greater Toronto Area that graduates of the proposed program may find interesting (Appendix 9). Some examples:

- [Writer, The Works Design Communications Ltd.](#)
- [Junior Writer, Eckler Ltd.](#)
- [Creative Content Writer, PayBright](#)
- [Proofreader, HarperCollins](#)
- [Writer, Resume Target](#)
- [Staff Writer – Curiosity Group Inc. Toronto](#)

## 7.6 Graduate Pathways

Graduates of the proposed program may wish to pursue further post-secondary education. Among other national and international options, they will be well-placed to enter one of the Master of Fine Arts/Master of Arts Creative Writing Programs across Canada, subject to each institution's admissions criteria:

Institution	Credential	Admission Requirements
University of Guelph	MFA Creative Writing	Requirement for admission to the MFA program is a baccalaureate degree, in an honours program or the equivalent, from a recognized degree-granting institution. Students will be selected for admission to the MFA program primarily on the basis of a portfolio.
University of British Columbia	MFA Creative Writing (on campus or distance)  MFA Creative Writing and Theater	UBC's Optional-Residency (Distance) MFA was the first distance education MFA program in Canada and remains the only full MFA which can be taken completely online. It is designed to be uniquely flexible, allowing students across Canada and around the world to study writing at the graduate level while still living in their local communities and fulfilling career and family obligations. The MFA granted to distance students is the same degree as granted to on-campus students, and the same criteria of excellence in multiple genres of study apply.
University of Toronto	MA English in the Field of Creative Writing	A B+ average (GPA of 3.3) is the minimum requirement for entry into the program. Once this is met, the primary basis for the selection of candidates is the quality of the portfolio submission.
Athabasca University	MA Interdisciplinary Studies – Writing and New Media	The Master of Arts – Interdisciplinary Studies (MA-IS) Program invites applications from candidates who possess a baccalaureate degree and strong analytical, writing, and critical-thinking skills. Admission is open, in keeping with Athabasca University's mandate to remove barriers that restrict access to, and success in, university-level studies, but additional preparatory work in composition and analysis may be required of some candidates prior to admission.
University of King's College, Halifax	MFA Creative Non-fiction	The MFA is a two-year limited-residency program consisting of two summer residences in Halifax, Nova Scotia, and a winter residency that alternates between New York and Toronto. The MFA program is open to students who hold an undergraduate degree (preferably an honours degree), with a minimum GPA of B or better.

This summer, Humber's PPDR department conducted a survey of partner institutions to gather information about outbound graduates and their use of the pathways created by Humber through our various articulation agreements. As a result of Humber's relationship

with the University of Gloucestershire, 15 graduates from Humber's Creative Writing, Fiction, Creative Non-Fiction Poetry Ontario Graduate Certificate Program enrolled in the Masters of Arts (MA) Creative and Critical Writing Distance Graduate program at the University of Gloucestershire. This is a pathway to be explored if the proposed degree is approved to be offered.

PPDR distributes the partner institution survey annually to collect outbound pathway data and track the use of the opportunities created by our articulation agreements. Data from this survey will help to determine which additional pathways to pursue for the proposed degree.

Humber's Advancement and Alumni department is committed to establishing lifelong connections with our 240,000+ graduates and strengthening our relationship with the Humber community. They stay connected with graduates, share news and stories about career achievements, celebrate successes, and provide graduates with value-added services and benefits.

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## SECTION 8: REGULATION AND ACCREDITATION

**STANDARD:** Programs leading to occupations that are subject to government regulations are designed to prepare students to meet the requirements of the relevant regulatory and/or accrediting body.

The program will not lead to employment in regulated occupations. However, should there be an opportunity to pursue professional recognition or accreditation in future, the program will consider this in light of benefits for students, industry trends and Program Advisory Committee recommendations.

## SECTION 9: NOMENCLATURE

**STANDARD:** The program nomenclature reflects the postsecondary education achieved, facilitates public understanding of the qualification, and assists students, employers, and other postsecondary institutions to recognize the level, nature, and discipline of study.

The suggested nomenclature for the proposed Humber degree is Honours Bachelor of Creative and Professional Writing following the PEQAB benchmark for naming the bachelor's credential to denote the subject of study, and the June 2015 decision by the Minister of Training, Colleges and Universities<sup>20</sup> to allow the use of the term "honours" to title 4-year college degrees. This nomenclature is recognizable in North America, Australia and Europe with precedents in the many post-secondary institutions.

The nomenclature *Honours Bachelor of Creative and Professional Writing* accurately reflects the program's level of study for students, employers, and other postsecondary institutions by affirming that the credential is an honours bachelor's degree. The program was developed in accordance with the Ontario Qualifications Framework Level 11 - Baccalaureate/Bachelor's Degree: Honours.

Humber appreciates the importance of awarding credentials which delineate clearly the field of study in a format well-understood by prospective students, graduate schools, and employers. In alignment with PEQAB's requirements for degree nomenclature, Humber considered:

- whether the name clearly conveys the focus of the degree;
- whether the degree meets the degree-level standards expected of a program in communications;
- the orientation of the degree in terms of approach and preparation of students.

Humber's Board of Governors promotes nomenclatures that reflect degrees' innovative orientation. Of the many Ontario models for framing types of credentials, the Board has agreed that the nomenclature "Bachelor of Subject" is an appropriate form for a number of its degree offerings. Such titles clearly convey the intense applied focus of the degree while acknowledging that its graduates have studied with the expected academic rigour of a bachelor's level program. The form also serves to differentiate the program's orientation from those commonly associated with universities' research-based offerings.

The program name, Bachelor of Creative and Professional Writing, is supported by student survey, endorsed by the Ad Hoc Program Advisory Committee and approved by the Humber Board of Governors by motion item #7.1 on Tuesday May 28, 2019. It accurately conveys the degree's intent and discipline of study in a format well understood by prospective students, graduate schools, and employers.

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<sup>20</sup> Since renamed Ministry of Colleges and Universities

## SECTION 10: INTERNAL QUALITY ASSURANCE AND DEVELOPMENT

**STANDARD:** The continuous quality of the program is assured by effective quality assurance mechanisms for periodic evaluation.

The quality of the proposed program is assured by policies and procedures for periodic evaluation:

- [Program Review Policy](#)
- [Program Review Procedure](#)

All postsecondary programs at Humber are reviewed on a cyclical basis every five to seven years to ensure they are current, relevant to the workplace, and responsive to students' needs and abilities. Program review is also meant to:

- Enhance the quality of education offered by the program.
- Demonstrate the extent to which the program conforms to provincial standards and program learning outcomes.
- Identify the program's strengths and gain a clearer sense of its direction and challenges.
- Encourage discussion and dialogue among faculty and service areas, creating a shared sense of purpose.
- Assure that all program/course changes are based on adequate information and discussion and are endorsed by the PAC.
- Plan for the systematic evaluation of the curriculum, equipment/labs and the use of materials, financial resources, and space/facilities.
- Allow Humber to evaluate program policies, procedures, services and records.
- Develop a sense of cohesion among program administrators, faculty, staff, and students that results from their participation in the review and renewal process.

This formal review involves preparing a self-study that incorporates the perspectives of all stakeholders and provides a detailed overview of all aspects of the program, including:

- A history of the program and past action plan outcomes from earlier consent renewals, if applicable.
- The program's alignment with Humber's Strategic Plan.
- The program's best practices and adherence to the degree level standard.
- Changes to the program learning outcomes and curriculum.
- The program's successes and challenges.
- Recommendations for improvement.
- Student Success Analysis (student profile, admission requirements, analysis for application and registration, retention, employer satisfaction, graduate employment, labour market outlook, student success, etc.).
- Key Performance Indicator (KPI) and internal data benchmarking analyses.
- A review of the program learning outcomes, program curriculum and desired changes.

- Human, physical and fiscal resources.
- Experiential and work-integrated learning aspects of the program.

At the end of every academic year a review of the program map and course outlines are undertaken, and program action lists stemming from previous cyclical reviews are evaluated. Curricular discussions held by faculty teams discuss curriculum currency and work towards enhancing learning experiences. The Annual Program Quality Assessment (APQA) is also an opportunity to aggregate data and identify themes that are emerging across the College. This in turn informs the focus of Associate Dean Forums, Centre for Teaching and Learning Workshops, and PPDR resources.

Humber is working to profile the importance of alumni engagement in program reviews. Moreover, Humber was the first college in Ontario to invite alumni to serve as external assessors as part of PEQAB degree reviews (spring 2019). Strengthened Program Advisory Committees and learnings from the symposium, Student Voices in Quality Assurance (November 2019) – co-hosted by Humber and Centennial Colleges – will inform future directions. The Office of the Associate Vice President Academic is responsible for designing and overseeing the administrative infrastructure that will capture the broad and varied ways in which Humber engages with industry and employers.

Humber also uses a number of quantitative and qualitative strategies to support student achievement, and to evaluate program currency and relevance:

- **Entering Students Profile Reports (ESPs):** At the beginning of every year, the program receives a report generated from the Registrar's Office that summarizes the demographic and academic characteristics of those students entering the first semester of the program. These include student gender, age, high school GPA, first generation status, indigenous status, English language proficiency, and math proficiency if applicable. As comparators, the program also receives aggregate reports for the relevant faculty, for students enrolled in the same credential across the college, and for the college as a whole.
- **Student Feedback Questionnaires (SFQs):** Students complete in-class questionnaires on their learning experiences in every course in the program each semester. Faculty members and program administrators receive individualized reports on faculty performance and student satisfaction, along with aggregate Faculty and college reports as comparators. In addition to the college-wide SFQs, many of the teaching teams employ an informal feedback tool referred to as “Stop, Start, Continue”. This permits students to comment on what is and is not working, to share ideas for learning, and to comment on how a new project or initiative is being received. It helps identify program strengths and weaknesses. Information collection is shared with students and discussed in class by those instructors who employ this meaningful tool.
- **Student Satisfaction Key Performance Indicators (Student KPIs):** Every February, students of the program complete a lengthy student satisfaction survey in class under the auspices of CCI Research, an external agency contracted by the Ministry of

Training, Colleges and Universities (MTCU). The aggregate results of the survey are provided to the program, along with year-over-year comparisons for the previous four years. The program also receives aggregate faculty, credential, college and provincial reports as comparators.

- **Graduate and Employer Key Performance Indicators** (Graduate and Employer KPIs): Six months after graduation, CCI Research surveys graduates of the program and their employers by telephone. The aggregate results of the survey are provided to the program, along with year-over-year comparisons for the previous four years. The program also receives aggregate faculty, credential, college and provincial reports as comparators.
- **Annual Curriculum Review:** Every May-June period, the program faculty meet to assess the alignment of the course learning outcomes and student assessments with the program learning outcomes and overall student achievement. Modifications are made to program maps, course content and assessments at that time.
- **Program Review Student Survey:** As part of the Program Review process, students in the second, third, and fourth year of the program complete a dedicated survey administered by the program review staff. The results of the survey are provided to the program.
- **Student Focus Groups:** As part of the Program Review process, the program review staff conduct semi-structured focus groups with the students in the program. Summaries of the focus groups are provided to the program.

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## SECTION 11: ACADEMIC FREEDOM AND INTEGRITY

**STANDARD:** The College maintains an atmosphere in which academic freedom exists and in which students and academic staff are expected to display a high degree of intellectual independence. Academic activity is supported by policies, procedures, and practices that encourage academic honesty and integrity.

### 11.1 Academic Freedom and Academic Honesty

Academic freedom includes the freedom of research, of legitimate classroom discussion, and of the advocacy of alternative opinions to those presented in Humber's learning environments. To maintain an environment that supports academic freedom, students will be evaluated on knowledge and academic performance for the purposes of granting academic credit and not on the basis of personal or political beliefs.

The relevant policies and procedures pertaining to academic freedom and academic honesty are listed below.

- [Academic Freedom Policy](#)
- [Academic Honesty of Faculty and Staff Policy](#)
- [Allegations of a Breach of Academic Honesty of Faculty and Staff](#)

All of the above listed policies and procedures can be consulted in the PDF "Policies" document provided in Appendix 13, section 15 of the application.

### 11.2 Intellectual Property, Ethical Research and Copyright

The college has policies and procedures relating to the ownership of intellectual property. The College upholds ethical research standards. Where research is conducted that involves the management of research funds, the use of animals or human research participants, the policies of the Canadian Institutes of Health Research, the Natural Sciences and Engineering Research Council of Canada, and/or the Social Sciences and Humanities Research Council of Canada govern the research.

The relevant policies and procedures pertaining to intellectual property, ethical research and copyright are listed below.

- [Intellectual Property Policy](#)
- [Intellectual Property Procedure](#)
- [Copyright Policy](#)
- [Ethical Conduct for Research Involving Animals Policy](#)
- [Ethical Conduct for Research Involving Humans Policy](#)
- [Procedures for Ethical Conduct for Research Involving Humans](#)
- [Integrity in Research and Scholarship Policy](#)
- [Integrity in Research and Scholarship Procedures](#)
- [Research Contracts, Grants and Fund Administration Policy](#)

- [Research Contracts and Fund Administration Procedure](#)
- [Research Grant Applications and Fund Administration Procedure](#)

All of the above listed policies and procedures can be consulted in the PDF “Policies” document provided in Appendix 13, section 15 of the application.

### **11.3 E-learning Components**

The applied nature of the Bachelor of Creative and Professional Writing requires that the majority of courses are delivered face-to-face on campus. The proposed course sequence includes one hybrid and two online courses. Students interested in additional online learning may select degree breadth elective courses, which are offered through this medium. The same college policies and procedures that govern copyright and intellectual property for traditional delivery methods (identified in [11.2](#)) also apply to e-learning, blended learning and distance learning components. In addition, the [Acceptable Use Policy for Technical Services](#) governs the use of technical services being used by staff and students either remotely or while on campus.

Students in e-learning, blended learning and distance learning components engage with faculty and peers on an on-going and consistent basis, as they would in a face-to-face delivery model. On-site monitoring ensures that appropriate safeguards are in place to assure authentication of student identity and the integrity of student work. Humber’s Learning Management System (LMS), generates a course site for each course regardless of mode of delivery. Access to the LMS is protected with individual student and faculty Humber ID number and password. The sharing and exchange course content is tracked and supported by the course site. For e-learning, blended learning and distance learning, instructors are available in person, by email, telephone, or in designated on-line meeting forums at times that will be clearly communicated to students at the start of a course. Where circumstances necessitate alternative testing arrangements, students have access to [Humber’s Testing Services](#). Humber is equipped to facilitate and experienced at providing virtual proctoring.

Humber has a variety of supports in place for both faculty and students who teach and learn through hybrid and online courses. Humber’s Digital Learning Division and Digital Learning Creative Team provide faculty and student support that includes technical support and instructor and student/learner focused support. Their online course build team adheres to the Humber policies and procedures mentioned in this section during the online course design and build.

#### **Digital Learning Division’s Online Course Build Design & Philosophy**

- Humber is committed to designing and building quality, digital, online and technology-enhanced learning experiences that keep the learner’s needs as the central focus. Using technology to enable and enhance access and innovation, Humber online delivers excellence in flexible learning that extends beyond the boundaries of physical spaces and traditional time-based learning.

- Quality standards including Quality Matters Rubric, Universal Design for Learning principles and AODA compliance are adhered to, and upheld.

All of the above listed policies and procedures can be consulted in the PDF “Policies” document provided in Appendix 13, section 15 of the application.

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## SECTION 12: STUDENT PROTECTION

**STANDARD:** The College values and upholds integrity and ethical conduct in its relations with students.

Humber is committed to providing a positive and safe learning environment to all students.

The relevant policies and procedures pertaining to student protection are listed below.

- [Academic Freedom Policy](#)
- [Academic Regulations](#)
- [Acceptable Use Policy for Technical Services](#)
- [Accessibility Policy](#)
- [Accessible Customer Service Policy](#)
- [Code of Student Conduct](#)
- [Gender Diversity Policy](#)
- [Ethical Conduct for Research Involving Humans Policy](#)
- [Human Rights Policy](#)
- [Intellectual Property Policy](#)
- [Procedures for Ethical Conduct for Research Involving Humans](#)
- [Program Information and Advertising Policy](#)
- [Protected Disclosure](#)
- [Residence Code of Conduct](#)
- [Sexual Assault and Sexual Violence Policy](#)
- [Student Support and Intervention: Non-Academic Voluntary/Involuntary Withdrawal Policy](#)

All of the above listed policies and procedures can be consulted in the PDF “Policies” document provided in appendix 13, section 15 of the application.

## SECTION 13: APPENDIX AND OPTIONAL MATERIAL

Appendix #	Section	Title	Description
1	<a href="#">3.2</a>	Degree Completion Credit Summary	Table indicating the amount of core and non-core credit awarded to select diploma and advanced diploma graduates for degree completion
2	<a href="#">3.2</a>	Gap Analysis	Outcomes-based gap analyses for pathways into the Bachelor of Creative and Professional Writing Degree
3	<a href="#">4.1</a> <a href="#">4.4</a>	Program Map	The program map provides a visual overview of how the courses in the program contribute to the attainment of the program learning outcomes. As well, it indicates each course's level of instruction and how it fits into the sequence of scaffolded learning.
4	<a href="#">4.5</a>	Course Outlines	<b>Omitted from web version</b> Course outlines for all core and mandatory non-core courses are provided in this section
5	<a href="#">4.8</a>	PAC minutes/notes	The Ad Hoc Program Advisory Council (PAC) meeting notes/minutes reflects the discussions where their expertise has been sought to aid in program and curriculum design while ensuring relevancy and currency of the program content.
6	<a href="#">6.2</a> <a href="#">6.4</a>	Faculty CVs	<b>Omitted from web version</b> All core faculty CVs are included in this section
7	<a href="#">6.2</a>	Faculty Release Forms	<b>Omitted from web version</b> Faculty Release Forms to allow Humber College to include faculty CVs as part of the degree submission process.
8	<a href="#">6.7</a>	Humber Libraries Collection Assessment	Complete assessment report from the Library with resources available to students of the Honours Bachelor of Creative and Professional Writing program.
9	<a href="#">7.1</a>	Environmental Scan	The Environmental Scan and corresponding data and analysis provides an overview of similar programs (domestic and international).
10	<a href="#">7.2</a>	Employer Needs and Work Placement Capacity Survey Report	A short survey was distributed to gather feedback regarding workplace needs and capacity for WIL in relation to BCPW.

Appendix #	Section	Title	Description
11	<a href="#">4.10</a> <a href="#">7.3</a>	Work-integrated learning potential employers and sample WIL job descriptions	A collection of job descriptions for potential WIL related experiences for future students in the BCPW program.
12	<a href="#">7.4</a>	Letters of Support	Letters of support from various institutions that recognize the BCPW as a degree credential and valuable learning experience for future writers.
13	<a href="#">11.1</a> <a href="#">11.2</a> <a href="#">12</a> <a href="#">14</a>	Policy Document	A PDF document that discloses Humber's policies and procedures.
14	<a href="#">1.2</a>	Student Demand Survey Report	A survey of students from potential pathway programs to determine student interest and opinion.
15	<a href="#">4.1</a> <a href="#">4.8</a>	PAC Membership	A list of PAC members
16	<a href="#">6.2</a>	Faculty Hiring Plan	<b>Omitted from web version</b>

## Comparable Programs - Ontario Colleges and Universities

At the preliminary stages of program development, research was conducted to analyze similar programs offered throughout Ontario by both colleges and universities. Programs related to professional and creative writing are listed below. Currently there is only one Ontario college offering a similar degree. Sheridan College offers a bachelor's degree in Creative Writing and Publishing with a focus on preparing graduates for careers in the publishing industry. Universities offering programs in creative writing typically offer either a Bachelor of Fine Arts in Creative Writing or a Bachelor of Arts in English with a minor or concentration option in creative writing.

Credential	Ontario College Programs	Institution
Diploma	Professional Writing	Algonquin College
Ontario Graduate Certificates	Creative Writing	Humber College
	Creative Writing-Fiction, Creative Non-Fiction, Poetry	Humber College
	Communications and Professional Writing	Georgian College
	Professional Writing and Communications	Humber College
	Communications - Professional Writing	Centennial College
	Screenwriting & Narrative Design	George Brown College
	Scriptwriting	Algonquin College
	Technical Writer	Algonquin College
Degree	Creative Industries Management	Sheridan College
	Honours Bachelor of Creative Writing and Publishing	Sheridan College

Credential	Ontario University Programs	Institution
Degree	Honours Bachelor of Arts in Creative Industries	Ryerson University
Degree	Honours Bachelor of Arts in Creative Writing	Trent University
Degree	Bachelor of Fine Arts in Creative Writing	OCAD University
Degree	Honours Bachelor of Arts in English and Creative Writing	University of Windsor
Degree	BA English (option for major or minor in creative writing)	York University
Degree	BA English and Creative Writing	Brock University
Degree	BA English (option for minor in creative writing)	University of Toronto
Degree	BA English (option for minor in creative writing)	Wilfred Laurier University
Degree	BA English (option for minor in creative writing)	University of Ottawa
Degree	BA English (creative writing concentration option)	Carleton University
Graduate Degree	Master of Arts in English with in the Field of Creative Writing	University of Toronto
Graduate Degree	Master of Arts in Creative Writing and Language and Literature	University of Windsor

Credential	Canadian University Programs	Institution
Degree	Honours Bachelor of Arts in English with an Embedded Certificate is offered in Creative Writing	University of Calgary
Degree	Honours Bachelor of Arts in Writing	University of Victoria

Degree	Honours Bachelor of Fine Arts in Creative Writing	University of British Columbia
Graduate Degree	Master of Arts in English in the Field of Creative Writing thesis or dissertation option	University of Calgary
Graduate Degree	Master of Fine Arts in Creative Writing	University of Victoria
Graduate Degree	Master of Fine Arts in Creative Writing	University of British Columbia

## SECTION 14: POLICIES

Humber's policies and procedures are reviewed on a regular basis. Policies indicated as "under review" are (a) being drafted; (b) in committee review; (c) in departmental review (e.g. HR or Legal); (d) pending approval by the relevant approving body.

### ADMISSION, PROMOTION, AND GRADUATION

Title of Policy/ Procedure	Section	Status	Date of Approval	Approving Body
Admission Requirements and Academic Regulations	<i>Section 5.1.a</i> Eligibility Categories Criteria for Degrees	Updated	July 12, 2019	Academic Framework Committee
Admission Requirements and Academic Regulations	<i>Section 6.0</i> Recognition of Previous Learning	Updated	July 12, 2019	Academic Framework Committee
Admission Requirements and Academic Regulations	<i>Section 6.11</i> Prior Learning Assessment and Recognition (PLAR)	Updated	July 12, 2019	Academic Framework Committee
Admission Requirements and Academic Regulations	<i>Section 7.9</i> Experiential Learning	Updated	July 12, 2019	Academic Framework Committee
Admission Requirements and Academic Regulations	<i>Section 11.1</i> Promotion and Progression Requirements	Updated	July 12, 2019	Academic Framework Committee
Admission Requirements and Academic Regulations	<i>Section 13.2</i> Graduation Requirements	Updated	July 12, 2019	Academic Framework Committee
Admission Requirements and Academic Regulations	<i>Section 17.0</i> Academic Misconduct	Updated	July 12, 2019	Academic Framework Committee
Admission Requirements and Academic Regulations	<i>Section 18.0</i> Grade Review & Academic Appeal	Updated	July 12, 2019	Academic Framework Committee

### PROGRAM DELIVERY

Title of Policy/ Procedure	Section	Status	Date of Approval	Approving Body
Academic Freedom Policy (AC106)	---	Under review	Dec 3, 2012	Senior Vice President Academic
Academic Professional Development Leave Policy (AC206)	---	Updated	Dec 6, 2016	Senior Vice President Academic
Academic Professional Development Leave Procedure (AC206-P)	---	Updated	Dec 6, 2016	Senior Vice President Academic

Title of Policy/ Procedure	Section	Status	Date of Approval	Approving Body
Faculty Evaluation and Professional Development Policy (AC110)	---	Under review	Jan 4, 2013	Senior Vice President Academic
Faculty Evaluation Procedure (AC110 P1)	---	Under review	Jan 4, 2013	Senior Vice President Academic
Program Review Policy (AC109)	---	Under review	Jan 4, 2013	Senior Vice President Academic
Program Review Procedure (AC109 P1)	---	Under review	Feb 28, 2013	Senior Vice President Academic
Student Feedback Questionnaire Policy (AC108)	---	Under review	Jan 4, 2013	Senior Vice President Academic

### **CAPACITY TO DELIVER**

Title of Policy/ Procedure	Section	Status	Date of Approval	Approving Body
Appointment of Adjunct Professors Policy (AC103)	---	Under review	June 25, 2012	Senior Vice President Academic
Appointment of Adjunct Professors Procedures (AC103 P1)	---	Under review	June 25, 2012	Senior Vice President Academic
CAAT Academic Employees Collective Agreement	---	Updated	Oct 1, 2017	College Employer Council and Ontario Public Service Employees Union
Faculty Academic/Professional Credential Requirements Policy (AC105)	---	Under review	Nov 15, 2012	Senior Vice President Academic
Faculty Evaluation and Professional Development Policy (AC110)	---	Under review	Jan 4, 2013	Senior Vice President Academic
Faculty Evaluation Procedure (AC110 P1)	---	Under review	Jan 4, 2013	Senior Vice President Academic
Integrity in Research and Scholarship Policy (AC203)	---	Under review	March 18, 2013	Senior Vice President Academic
Integrity in Research and Scholarship Procedure (AC203 P1)	---	Under review	March 18, 2013	Senior Vice President Academic
Research Grant Applications and Fund Administration Policy (AC204)	---	Under review	Feb 25, 2013	Senior Vice President Academic
Research Contracts and Fund Administration Procedure (AC204 P1)	---	Under review	Feb 25, 2013	Senior Vice President Academic
Student Feedback Questionnaire Policy (AC108)	---	Under review	Jan 4, 2013	Senior Vice President Academic

### **INTERNAL QUALITY ASSURANCE AND DEVELOPMENT**

Title of Policy/ Procedure	Section	Status	Date of Approval	Approving Body
Program Review Policy (AC109)	---	Under review	Jan 4, 2013	Senior Vice President Academic
Program Review Procedure (AC109 P1)	---	Under review	Feb 28, 2013	Senior Vice President Academic

### **ACADEMIC FREEDOM AND INTEGRITY**

Title of Policy/ Procedure	Section	Status	Date of Approval	Approving Body
Academic Freedom Policy (AC106)	---	Under review	Dec 3, 2012	Senior Vice President Academic
Academic Honesty of Faculty and Staff Policy (AC107)	---	Under review	Nov 23, 2012	Senior Vice President Academic
Admission Requirements and Academic Regulations	Section 16.0 Academic Freedom	Updated	July 12, 2017	Academic Framework Committee
Admission Requirements and Academic Regulations	Section 17.0 Academic Misconduct	Updated	July 12, 2017	Academic Framework Committee
Allegations of a Breach of Academic Honesty of Faculty and Staff Procedure (AC107 P1)	---	Under review	Nov 23, 2012	Senior Vice President Academic
Ethical Conduct for Research Involving Animals Policy (AC201)	---	Under review	Sept 24, 2012	Senior Vice President Academic
Ethical Conduct for Research Involving Humans Policy (AC200)	---	Under review	July 5, 2012	Senior Vice President Academic
Procedures for Ethical Conduct for Research Involving Humans (AC200 P1)	---	Under review	June 15, 2011	Senior Vice President Academic
Integrity in Research and Scholarship Policy (AC203)	---	Under review	March 18, 2013	Senior Vice President Academic
Integrity in Research and Scholarship Procedures (AC203 P1)	---	Under review	March 18, 2013	Senior Vice President Academic
Intellectual Property Policy (AC205)	---	Under review	Sept 20, 2013	Senior Vice President Academic
Intellectual Property Procedure (AC205 P1)	---	Under review	Sept 20, 2013	Senior Vice President Academic
Research Contracts, Grants and Fund Administration Policy (AC204)	---	Under review	Feb 25, 2013	Senior Vice President Academic
Research Grant Applications and Fund Administration Procedure (AC204 P1)	---	Under review	Feb 25, 2013	Senior Vice President Academic
Research Contracts and Fund Administration Procedure (AC204 P2)	---	Under review	Feb 25, 2013	Senior Vice President Academic
Research Involving Biohazardous and Radioactive Materials Policy (AC202)	---	Under review	Sept 24, 2012	Senior Vice President Academic

## STUDENT PROTECTION

Title of Policy/ Procedure	Section	Status	Date of Approval	Approving Body
Admission Requirements and Academic Regulations	Section 17.0 Academic Misconduct	Updated	July 12, 2017	Academic Framework Committee
Admission Requirements and Academic Regulations	Section 18.0 Grade Review and Academic Appeal	Updated	July 12, 2017	Academic Framework Committee

All of the above listed policies and procedures can be consulted in the PDF “Policies” document provided in section 14 of the application.



# **APPENDICES**

Appendix 1 - Pathway Degree Completion Table  
Bachelor of Creative and Professional Writing

Courses		GAS Diploma	Journalism Diploma and Advanced Diploma	Public Relations Advanced Diploma	Media Comm Diploma	Professional Writing Diploma
		Credit Awarded	Credit Awarded	Credit Awarded	Credit Awarded	Credit Awarded
SEMESTER 1	Introduction to Creative Writing		3	3	3	3
	MSCP 1000: Writing Fundamentals		3	3	3	3
	MSCP 1501: Photography Fundamentals		3	3	3	3
	MSCP 1003: Social & Digital Media		3	3	3	3
	Degree Breadth Elective	3	3	3	3	3
SEMESTER 2	MSCP 1002: Writing 2: Writing to Deadline		3	3	3	3
	MSCP 1001: Video & Audio Production 1		3	3	3	3
	MSCP 1502: Multi-platform Storytelling 1		3	3	3	3
	MSCP 1503: Communications Law & Ethics		3	3		3
	BCPW Discipline Elective					3
SEMESTER 3	Creative Writing 1					3
	Creative Lab 1					3
	Community Engagement through the Arts					3
	Reading to Write					
	Multimedia Design and Web Development		3	3	3	3
	Professional Practice					
SEMESTER 4	Creative Writing 2					
	Creative Lab 2					
	Social Media & Digital Storytelling Foundations			3		3
	Writers as Researchers			3		
	Degree Breadth Elective	3	3	3		
SEMESTER 5	Creative Writing 3					
	Writing Process: Editing Foundations					3
	Writers as Readers: Emerging Voices					
	Degree Breadth Elective	3				
	Degree Breadth Elective	3				
SEMESTER 6	Creative Writing 4					
	Social Media & Digital Storytelling Advanced					
	Project Management			3	3	
	Degree Breadth Elective	3				
	BCPW Discipline Elective					
6C	Work Experience					
SEMESTER 7	Capstone Seminar					
	Arts Management					
	Strategic Communication			3	3	
	Degree Breadth Elective	3				
	BCPW Discipline Elective					
SEMESTER 8	Capstone					
	Business of Writing					3
	Portfolio (CW & PW)					
	Degree Breadth Elective					
	BCPW Discipline Elective					
<b>Total</b>		<b>18</b>	<b>33</b>	<b>45</b>	<b>33</b>	<b>51</b>
Total Core			18	30	21	39
Total Non-Core		18	15	15	12	12

**Gap Analysis:  
Bachelor of Creative and Professional Writing and Public Relations Advanced Diploma**

Note: Comparison is made with [MCU Program Standard for the Journalism Diploma Program](#) (MCU funding code: 52006) and [MCU Program Standard for the Journalism Advanced Diploma Program](#) (MCU funding code: 62006). Graduates from this program and from other Colleges may not have sufficient non-core courses for transfer and/or may be asked to complete additional “reach back” core courses.

Degree Level Program Learning Outcomes for BCPW	Diploma Level Program Learning Outcomes for Journalism MCU 52006	Advanced Diploma Level Program Learning Outcomes for Journalism MCU 62006	Gap Analysis	Remediation of Gap
<p>1. Describe the influences at play in the evolving media and cultural context which affect the writers’ craft within contemporary markets and audiences.</p>	<p>4. <i>Analyze knowledge from communities, current events and public affairs, and history to interpret and express the context for designated journalism publications and/or productions.</i></p> <p>6. <i>Comply with relevant Canadian legislation, standards, and the principles and practices of journalism</i></p>	<p>4. <i>Analyze knowledge from communities, current events and public affairs, and history to interpret and express the context for designated journalism publications and/or productions.</i></p> <p>6. <i>Comply with relevant Canadian legislation, standards, and the principles and practices of journalism</i></p>	<p>The Journalism and degree program both iterate how external influences can affect writers’ craft. Students apply knowledge of media related national and international legal guidelines, rules and interpretations to one’s work. The Journalism programs fail to address the cultural lens that affect writers’ craft in modern contexts. A gap in depth remains.</p> <p>Humber’s Journalism diploma focuses on how writers are influenced by the constantly changing political, social, cultural and economic landscape within their own communities, nationally, and internationally and how this affects their audiences in VLO #4. Students assess the credibility and relevance of background information for designated journalism publications and/or productions. They identify and apply the relationship and relevance of past events to current developments for designated journalism publications and/or productions. Students are required to analyze critically political, economic, business, social, and cultural trends, and explain their impact on current events, where relevant. They assess critically overall coverage to encourage the most thorough representation of views possible for designated journalism publications and/or productions. The content in the Journalism program adequately covers the breadth of current events. However, the programs lack the depth of the research required, and a thorough disciplinary perspective.</p>	<p>The gap will be addressed by select courses in the second, third and fourth year of the degree.</p> <ul style="list-style-type: none"> <li>• Community Engagement Through the Arts</li> <li>• Creative Writing 2 – Finding Voice</li> <li>• Writers as Readers – Emerging Voices</li> <li>• Arts Management</li> <li>• Strategic Communication</li> <li>• Business of Writing</li> </ul>
<p>2. Identify key structures and characteristics in a variety of creative</p>	<p>3. <i>Function both independently and as a member of editorial</i></p>		<p>Students in the Journalism Diploma program require the ability to function as a member of a team and independently. In order to do so, the student must be able to use collaborative structures and contacts to develop and deliver</p>	<p>The gap will be addressed by select courses in the second, third and fourth year of the degree.</p>

<p>and professional works applicable to writing proficiency.</p>	<p><i>and/or production teams.</i></p>		<p>journalism content. A gap exists in breadth of the degree level expectation and research.</p>	<ul style="list-style-type: none"> <li>• Creative Writing 1, 2, 3 and 4</li> <li>• Reading to Write and Writers as Readers</li> <li>• Social Media and Digital Storytelling Foundations and Advanced</li> <li>• Writers as Researchers</li> <li>• Arts Management</li> </ul>
<p>3. Conduct primary and secondary research from credible sources to support authenticity and accuracy in creative and professional writing</p>	<p><i>1. Report on a range of stories in an accurate, detailed, balanced, professional, and timely manner.</i></p>	<p><i>1. Report on a range of stories in an accurate, detailed, balanced, professional, and timely manner.</i></p>	<p>Students learn in the Journalism Diploma and Advanced Diploma to research relevant background information using a variety of reporting tools and techniques (e.g., Freedom of Information requests and computer-assisted reporting). Students conduct interviews effectively and efficiently, and assess critically the compiled information for truth, accuracy, and completeness. They develop and maintain credible sources that are reflective of the community and do so in a professional and confidential manner.</p> <p>In the Journalism Advanced Diploma there is an additional focus for students to plan and initiate coverage of underreported issues. There remains a lack of emphasis of research to support authenticity in their writing.</p> <p>Investigative research, managing a project, data gathering, data mining, are all part of the journalism programs.</p>	<p>The gap will be addressed by select courses in the second, third and fourth year of the degree.</p> <ul style="list-style-type: none"> <li>• Community Engagement Through the Arts</li> <li>• Creative Writing 2, 3 and 4</li> <li>• Writers as Researchers</li> <li>• Strategic Communication</li> <li>• Business of Writing</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>
<p>4. Write creative and professional works suitable for publishing to a wide variety of audiences, publishers, platforms and industries using the full range of principles of rhetoric, syntax, grammar, style and usage</p>	<p><i>4. Analyze knowledge from communities, current events and public affairs, and history to interpret and express the context for designated journalism publications and/or productions.</i></p> <p><i>8. Publish and/or broadcast content for the designated media platforms</i></p>	<p><i>4. Analyze knowledge from communities, current events and public affairs, and history to interpret and express the context for designated journalism publications and/or productions.</i></p> <p><i>7. Write and edit content for the designated media platforms.</i></p>	<p>Written work needs to be suitable for publishing to a wide audience utilizing the full range of rhetoric. Students in both programs must assess the credibility and relevance of background information for designated journalism publications and/or productions. They must be able to identify and apply the relationship and relevance of past events to current developments for designated journalism publications and/or productions.</p> <p>In the diploma program students are required to publish quality content for designated media vehicles (e.g., magazines, community or daily newspapers; local, regional or national publications; websites). By producing quality work writers must ensure that they are writing for the intended audience and using the correct tools and techniques. In the advanced diploma there is an added level of complexity as</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Writing 1 through 4.</li> <li>• Creative Lab 1 and 2</li> <li>• Reading to Write and Writers as Readers</li> <li>• Social Media and Digital Storytelling Foundations and Advanced</li> <li>• Arts Management</li> <li>• Strategic Communication</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>

			<p>students contribute to the creation or revision of rigorous editing practices and adhere to these editing practices to produce quality copy</p> <p>A degree level breadth remains.</p>	
<p>5. Use a range of digital technologies and tools for visual communication and design appropriate to specified writing projects</p>	<p><i>2.Coordinate apply computer and technical skills to designated production and research functions in journalism.</i></p> <p><i>8. Publish and/or broadcast content for the designated media platforms</i></p> <p><i>9.Apply production skills and use production equipment in the preparation and distribution of content for the designated media platforms</i></p>	<p><i>2.Coordinate apply computer and technical skills to designated production and research functions in journalism.</i></p> <p><i>8.Publish and/or broadcast content for the designated media platforms</i></p> <p><i>9. Apply production skills and use production equipment in the preparation and distribution of content for the designated media platforms</i></p>	<p>The Journalism Diploma and Advanced Diploma select and use appropriate hardware and software to create content and/or customize content for the designated media platforms. They utilize current and emerging research tools such as online communities and database searches. Students select and use digital equipment effectively to support storytelling. Utilizing technology and computer software effectively for research, create/customize content, and to support the creative and professional writing process.</p> <p>The Journalism Advanced Diploma program develop the skills to facilitate audience participation through the application of online technologies.</p> <p>Students design, lay out, and/or present content for the designated media platform (e.g., print, broadcast or online). They provide, evaluate, and maintain the technical quality of the product for a range of media platforms. Students utilize a variety of software (e.g., content management systems, photo editing and video editing software) and pagination tools to prepare and distribute content. They operate audio and video equipment (e.g., relevant photographic equipment) and basic transmission equipment, where appropriate. Students are evaluated on lay out and/or present content for the designated media platform (e.g., print, broadcast or online).</p> <p>The BCPW program aligns well with providing writers the opportunity to be well versed in a variety of technological platforms to enhance specified writing projects. There remains a lack of depth and breadth relating to the application in creative and professional writing.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Community Engagement Through the Arts</li> <li>• Creative Writing 2, 3 and 4.</li> <li>• Social Media and Digital Storytelling Foundations and Advanced</li> <li>• Arts Management</li> <li>• Portfolio</li> </ul>
<p>6. Create works in creative and professional writing that convey the characteristic structures and formats used in a</p>	<p><i>6.Comply with relevant Canadian legislation, standards, and the principles and practices of journalism</i></p>	<p><i>6.Comply with relevant Canadian legislation, standards, and the principles and practices of journalism</i></p>	<p>In both programs' students are required to adhere to professional ethics. They must apply knowledge of standards and protocols as they relate to new and emerging social communications technology. Students must apply knowledge of emerging standards and protocols as they relate to audience participation in the news through user-generated content and social media. Along with the aptitude to apply</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Writing 1 through 4</li> <li>• Creative La 1 and 2</li> </ul>

<p>variety of genres and applications</p>			<p>knowledge of media related national and international legal guidelines, rules and interpretations to one's work. Journalism Diploma and Advanced diploma students understand the application structures and formats used in a variety of genres and applications and its impact on creative and professional works. There remains a degree level gap in the lack of critical evaluation of the application of structures and principles.</p>	<ul style="list-style-type: none"> <li>• Reading to Write and Writers as Readers</li> <li>• Social Media &amp; Digital Storytelling: Foundations and Advanced</li> <li>• Arts Management</li> </ul>
<p>7. Outline a variety of methods and structures for story development</p>	<p><i>7. Write and edit content for the designated media platforms.</i></p> <p><i>1. Report on a range of stories in an accurate, detailed, balanced, professional, and timely manner.</i></p>	<p><i>7. Write and edit content for the designated media platforms.</i></p> <p><i>8. Publish and/or broadcast content for the designated media platforms</i></p> <p><i>1. Report on a range of stories in an accurate, detailed, balanced, professional, and timely manner.</i></p>	<p>To compose a sound piece of writing a writer must employ a variety of methods and structures for story development. Students in both programs are required to develop new and creative approaches to story assignments. The Journalism students contribute to the creation or revision of rigorous editing practices and adhere to these editing practices to produce quality copy. They must identify the essential characteristics necessary for a story and the basic elements of story structure and apply to one's writing.</p> <p>In the Journalism Advanced diploma program students demonstrate significant judgement in technical leadership by contributing to the creation or revision of rigorous editing practices and adhere to these editing practices to produce quality copy.</p> <p>A gap remains in degree level depth and breadth.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Writing 1, 3 and 4</li> <li>• Creative Lab 1 and 3</li> <li>• Reading to Write and Writers as Readers</li> <li>• Social Media &amp; Digital Storytelling: Foundations and Advanced</li> <li>• Community Engagement Through the Arts</li> <li>• Writers as Researchers</li> <li>• Writing Process Editing</li> <li>• Capstone Seminar and Capstone</li> </ul>
<p>8. Edit writing of self and others applying a range of editorial techniques to in order to meet publication standards</p>	<p><i>7. Write and edit content for the designated media platforms</i></p>	<p><i>3. Provide leadership within editorial and production teams, while valuing independence and fostering collaboration.</i></p> <p><i>7. Write and edit content for the designated media platforms</i></p>	<p>Students in the Journalism DP and AD program must write and edit headlines, captions and other content for the designated media platforms. They must write and edit quality copy that is clear, correct, concise, comprehensible, and consistent. Students must write and edit copy that follows libel, slander, and contempt of court laws. They must adhere to a rigorous editing process to produce quality copy. Students must demonstrate the ability to undertake copy editing, line edition, and proofreading, where applicable, based on a proficiency in style, grammar and spelling. They must edit content for taste, tone, and length and identify and correct factual errors in content.</p> <p>In the Advanced Diploma students must contribute to the creation or revision of rigorous editing practices and adhere to these editing practices to produce quality copy as part of an editorial team. Employing editorial skills and techniques to contribute to editorial/production team to meet/exceed</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Lab 1 and 2</li> <li>• Social Media &amp; Digital Storytelling: Foundations and Advanced</li> <li>• Reading to Write and Writers as Readers</li> <li>• Writers as Researchers</li> <li>• Creative Writing 3 and 4</li> <li>• Arts Management</li> <li>• Portfolio</li> <li>• Capstone Seminar</li> </ul>

			<p>publication standards. Students get the opportunity utilize their editing skills as part of a team.</p> <p>It is a necessity for a creative and writing professional to be able to edit their own writing and that of others utilizing a wide range of techniques to meet the required standards. A gap remains in degree level depth.</p>	
<p>9. Collaborate interprofessionally with designers, publishers, editors, producers, marketing and advertising professionals in order to undertake and complete projects in creative and professional writing</p>	<p><i>3. Function both independently and as a member of editorial and/or production teams</i></p>	<p><i>3. Provide leadership within editorial and production teams, while valuing independence and fostering collaboration.</i></p>	<p>Students in the Journalism diploma program must exhibit professional attitudes and behaviours independently and in relation to team involvement, work ethics and acceptance of journalism standards. They must support the operations in editorial and/or production teams by contributing to organizational tasks. Overall, students must have capacity to receive critical feedback and apply it to improving future work in their writing.</p> <p>In the Journalism Advanced Diploma students are expected to demonstrate a higher level of professionalism and collaboration. Students must apply effective interpersonal communication skills with co-workers and the public in resolving conflicts related to audience responses to reports. They foster collaboration among members of a team in the development and delivery of journalism content. Students assist other journalists and team members with time management, reliability, accountability, and ethical issues, where appropriate.</p> <p>A gap remains in degree level depth and breadth.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Lab 1 and 2</li> <li>• Social Media &amp; Digital Storytelling: Foundations and Advanced</li> <li>• Writers as Researchers</li> <li>• Writing Process Editing</li> <li>• Project Management</li> <li>• Strategic Communication</li> </ul>
<p>10. Analyze exemplary works to distinguish effective modes and strategies for application to one's own writing</p>	<p><i>5. Develop strategies for personal and professional development</i></p>	<p><i>5. Develop strategies for personal and professional development</i></p>	<p>Both Journalism programs identify and engage in mentoring opportunities with experienced journalists. Students reflect upon the role of journalists to inform, interpret, educate and enlighten, and revise one's practices accordingly.</p> <p>There remains a lack of evaluation of exemplary works or feedback to improve one's writing. A gap remains in degree level depth and breath.</p>	<p>This outcome is addressed in the following courses in the program:</p> <ul style="list-style-type: none"> <li>• Creative Writing 1 through 4</li> <li>• Reading to Write and Writers as Readers</li> <li>• Writers as Researchers</li> <li>• Writing Process Editing</li> <li>• Arts Management</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>

<p>11. Reflect on work completed in creative and professional writing projects to assess the extent to which one has achieved one's goals and to apply lessons learned</p>	<p><i>3.Function both independently and as a member of editorial and/or production teams</i></p> <p><i>5. Develop strategies for personal and professional development</i></p>	<p><i>5. Develop strategies for personal and professional development</i></p>	<p>In the Journalism diploma students focus on the ability to receive feedback on one's work from members of editorial and/or production teams. Capacity to receive critical feedback and apply it to improving future work in creative and professional writing.</p> <p>Both programs have students identify personal strengths and challenges when developing career goals. They implement strategies to enhance work performance and maximize professional opportunities. Students solicit and apply constructive and critical feedback to enhance job performance</p> <p>Self-awareness is an important trait for writers to know their own strengths and its effect on writing projects. This is weighted heavily for writers and the role they play in society to inform, educate, and process information for a variety of genres and audiences. However, there seems to be a lack of focus of learning in changing circumstances, both within and outside the discipline. A gap remains in degree level depth and breath.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Lab 1 and 2</li> <li>• Community Engagement Through the Arts</li> <li>• Social Media and Digital Storytelling Foundation and Advanced</li> <li>• Creative Writing 3 and 4</li> <li>• Writers as Researchers</li> <li>• Writing Process Editing</li> <li>• Project Management</li> <li>• Strategic Communication</li> <li>• Business of Writing</li> <li>• Portfolio</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>
<p>12. Build a professional presence though development of a multimodal portfolio, demonstrating attributes of: fluency, craft, technological competency, creativity, and entrepreneurship</p>	<p><i>2. Coordinate apply computer and technical skills to designated production and research functions in journalism.</i></p> <p><i>5. Develop strategies for personal and professional development</i></p> <p><i>9.Apply production skills and use production equipment in the preparation and distribution of content for the designated media platforms</i></p>	<p><i>2. Coordinate apply computer and technical skills to designated production and research functions in journalism.</i></p> <p><i>5. Develop strategies for personal and professional development</i></p> <p><i>9.Apply production skills and use production equipment in the preparation and distribution of content for the designated media platforms</i></p>	<p>Students in both programs focus on the leveraging technology to assist in enhancing their work as journalists. They select and use appropriate hardware and software to create content and/or customize content for the designated media platforms. Students select and use digital equipment effectively to support storytelling.</p> <p>By students researching relevant courses, seminars, workshops and appropriate professional associations that would maintain one's currency in the field - this is an asset to assist students in diversifying their portfolio of work.</p> <p>The use alternate media treatments including web-based presentations helps prepare students for a career that is turning to technological platforms.</p> <p>A gap remains in degree level depth and breadth.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Lab 1 and 2</li> <li>• Reading to Write and Writers as Readers</li> <li>• Community Engagement Through the Arts</li> <li>• Social Media and Digital Storytelling Foundation and Advanced</li> <li>• Writers as Researchers</li> <li>• Creative Writing 3 and 4</li> <li>• Project Management</li> <li>• Business of Writing</li> <li>• Portfolio</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>



**Gap Analysis:  
Bachelor of Creative and Professional Writing and Media Communications Diploma**

*Note: Comparisons made with Humber’s [Program Description for the Media Communications Program](#) (MTCU funding code 52009). Graduates from this program and from other Colleges may not have sufficient non-core courses for transfer and/or may be asked to complete additional “reach back” core courses.*

Degree Level Program Learning Outcomes for BCPW	Diploma Level Program Learning Outcomes for Media Communications MTCU 52009	Gap Analysis	Remediation of Gap
<p>1. Describe the <b>influences at play in the evolving media and cultural context</b> which affect the writers’ craft within <b>contemporary markets and audiences</b>.</p>	<p>1. Perform the duties, tasks and activities required of a media communications specialist in <b>business, government and the not-for-profit sectors</b>.</p> <p>3. Analyze clients’ communications needs and implement solutions for <b>business, government and the not-for-profit sectors</b>.</p>	<p>Media Communication graduates can read and discuss news and contemporary social issues from traditional, web and social media sources. They do this in several courses throughout the program. They learn about communication law and compliance related issues including copyright, intellectual property, ownership and licensing rights of their work. Graduates can speak about ethical issues that may arise in the world of marketing and communications. A gap remains in depth of degree level study and breadth of application to work in creative and professional writing applications.</p> <p>Media communications graduates have studied the purpose of marketing and marketing strategies. They can examine marketing practices as a system of business actions in Canadian business today. This knowledge is used to create integrated marketing plans using the power of branding and recognizing the importance of brand equity and loyalty, the role of internet and social media marketing, the effects of environmental forces on the marketing function, how target customers are identified, the process of market segmentation and positioning; and pricing strategies. This will allow the Media Communications graduate entering the BCPW program a solid foundation to explore the influences at play that affect the writer’s craft.</p> <p>Graduates create successful designs by implementing clear development plans based on the ability to recognize the trends of the industry while remaining relevant within the changing world of design. These skills will be transferable to the BCPW degree in the context of the creative and professional writing applications.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Communications Law and Ethics</li> <li>• Community Engagement Through the Arts</li> <li>• Creative Writing 2 – Finding Voice</li> <li>• Writers as Readers – Emerging Voices</li> <li>• Arts Management</li> <li>• Business of Writing</li> </ul>
<p>2. Identify key <b>structures and characteristics</b> in a variety of</p>	<p>1. Perform the duties, tasks and activities required of a <b>media communications specialist</b> in business, government and the not-for-profit sectors.</p>	<p>Graduates from the Media Communications program can critique media writing for purpose, content, structure, style and voice. They can identify works of exposition, persuasion and narration according to</p>	<p>The gap will be addressed in the following courses in the second, third and fourth years of the degree:</p>

<p>creative and professional works applicable to <b>writing proficiency</b>.</p>	<p>4 Create audio, visual and print communications <b>according to the client's purpose and audience</b></p>	<p>purpose and audience. Media Communication graduates have experience proofreading their own and each other's work, identifying and correcting weaknesses in research and content, as well as faults in grammar, usage and style. Graduates of this program will require experience with structure and characteristics in creative and professional work outside of media writing. A gap in breadth of topic and depth of experience will be addressed.</p>	<ul style="list-style-type: none"> <li>• Creative Writing 1, 2, 3 and 4</li> <li>• Reading to Write and Writers as Readers</li> <li>• Social Media and Digital Storytelling Foundations and Advanced</li> <li>• Writers as Researchers</li> <li>• Arts Management</li> </ul>
<p>3. Conduct <b>primary and secondary research</b> from credible sources to support authenticity and accuracy in creative and professional writing</p>	<p>1. Perform the duties, tasks and activities required of a media communications specialist in business, government and the not-for-profit sectors.</p> <p>2. <b>Research and gather information</b> in print, audio and visual formats for communications' products and strategies.</p>	<p>Graduates have conducted basic research in several courses throughout the program. This research is for the purpose of writing for media to persuade and narrate for specific purpose and audience. Graduates have gathered and processed information from a variety of sources for their work. They also research, write, design and edit pitch letters (freelance and media relations), e-blasts and brochures. A gap in degree level depth and breadth exists.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Communications Law and Ethics</li> <li>• Community Engagement Through the Arts</li> <li>• Creative Writing 2, 3 and 4</li> <li>• Writers as Researchers</li> <li>• Business of Writing</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>
<p>4. <b>Write creative and professional works</b> suitable for publishing to a wide variety of audiences, publishers, platforms and industries using the <b>full range of principles of rhetoric, syntax, grammar, style and usage</b></p>	<p>1. Perform the duties, tasks and activities required of a <b>media communications specialist</b> in business, government and the not-for-profit sectors.</p> <p>3 Analyze clients' communications needs and implement solutions for business, government and the not-for-profit sectors.</p>	<p>Humber's Media Communications Diploma offers a diverse range of content and includes hands-on experience with many creative aspects of media communications. Graduates have a critical understanding of the communication needs of organizations and the content needs of its website including the written content. They can write for specific audiences through specific media, including corporate websites and social media. As freelance writers, they write short articles for online trade magazines, newsletters, community newspapers, or a venue of their choosing. As communications practitioners, they create Media Reports and write Communications Plans. In all their writing, media communication graduates demonstrate understanding of information architecture by repeating strong keywords in heads, leads, and photo captions, producing sidebars, writing eye-catching sub-heads, and incorporating hypertext into their work. Throughout, students adhere to the requirements of all good writing: proper grammar and syntax, supported opinion, verifiable fact, thorough research, and engaging voice. A gap exists in depth and breadth in creative writing.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Communications Law and Ethics</li> <li>• Creative Writing 1 through 4.</li> <li>• Creative Lab 1 and 2</li> <li>• Reading to Write and Writers as Readers</li> <li>• Arts Management</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>
<p>5. Use a range of <b>digital technologies and tools for visual communication and design</b></p>	<p>4 <b>Create audio, visual</b> and print communications according to the client's purpose and audience</p>	<p>Graduates of the Media Communication program have experience working with a variety of technologies and tools for visual communication. Software like WordPress, Adobe Premier Pro CC, Adobe Illustrator, Photoshop, Acrobat and InDesign are used in the</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Community Engagement Through the Arts</li> </ul>

<p>appropriate to specified writing projects</p>	<p>5 Design and create <b>content for websites, using current software applications</b></p> <p>6 <b>Capture, scan, download, save, store, and manipulate digital images</b> using current software applications</p> <p>7 <b>Produce corporate video and audio</b> using current software applications</p>	<p>program. Graduates are very comfortable with basic website design and are satisfied with the amount of exposure to industry software and feel confident in their software-related abilities</p> <p>Graduates have professional LinkedIn accounts that showcase their writing, photography, design, website development and videography skills. In preparation for the gallery show of their work, graduates have created professional e-blasts, press releases, e-invites and mailing lists.</p> <p>Students are more than prepared for the courses in second year of the program. Their experience with audio, video and web applications puts them in a position to enter at that point. A small gap in depth and breadth using technology for creative writing projects exists and can easily be addressed a few courses in years 2, 3 and 4.</p>	<ul style="list-style-type: none"> <li>• Creative Writing 2, 3 and 4.</li> <li>• Arts Management</li> </ul>
<p>6. Create works in creative and professional writing that convey the <b>characteristic structures and formats used in a variety of genres and applications</b></p>	<p>1. Perform the duties, tasks and activities required of a media communications specialist in business, government and the not-for-profit sectors.</p> <p>8 Create and manage content for presentations at in-house meetings and media conferences</p>	<p>A significant gap in depth and breadth exists. Graduates of the Media Communication program do not create works of creative writing and will need the full scope of creative writing courses to ensure proficiency in writing to demonstrate structure and format for different genres.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Writing 1 through 4</li> <li>• Creative Lab 1 and 2</li> <li>• Reading to Write and Writers as Readers</li> <li>• Social Media &amp; Digital Storytelling: Foundations and Advanced</li> <li>• Arts Management</li> </ul>
<p>7. Outline a variety of <b>methods and structures for story development</b></p>	<p>1. Perform the duties, tasks and activities required of a media communications specialist in business, government and the not-for-profit sectors.</p> <p>7 Produce corporate video and audio using current software applications.</p>	<p>Graduates of the media communications program take media writing and strategic writing courses, completing a lot of different types of stories and multiplatform storytelling. The gap exists depth. Students will gain experience with writing outside of media platforms and explore story development through the creative and professional lens.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Writing1, 3 and 4</li> <li>• Creative Lab 1 and 3</li> <li>• Reading to Write and Writers as Readers</li> <li>• Community Engagement Through the Arts</li> <li>• Writers as Researchers</li> <li>• Writing Process Editing</li> <li>• Capstone Seminar and Capstone</li> </ul>
<p>8. Edit writing of self and others applying a <b>range of editorial techniques</b> to in order to meet publication standards</p>	<p>1. Perform the duties, tasks and activities required of a media communications specialist in business, government and the not-for-profit sectors.</p>	<p>Graduates have experience critiquing and editing media writing for purpose, content, structure, style and voice. Graduates will be able to apply these skills to professional and creative writing however a gap exists related to the editorial techniques used specifically for creative</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Lab 1 and 2</li> </ul>

	<p>8 Create and manage content for presentations at in-house meetings and media conferences.</p>	<p>and professional writing. Proofreading their own and other’s work is a skill that media communications students are comfortable with. They experience the role of providing feedback to their peers and are required to write to meet various publication standards. A gap in breadth of application exists that will be addressed in the courses identified to the right.</p>	<ul style="list-style-type: none"> <li>• Social Media &amp; Digital Storytelling: Foundations and Advanced</li> <li>• Reading to Write and Writers as Readers</li> <li>• Writers as Researchers</li> <li>• Creative Writing 3 and 4</li> <li>• Arts Management</li> <li>• Portfolio</li> <li>• Capstone Seminar</li> </ul>
<p>9. <b>Collaborate interprofessionally</b> with designers, publishers, editors, producers, marketing and advertising professionals in order to undertake and <b>complete projects in creative and professional writing</b></p>	<p>4 Create audio, visual and <b>print communications</b> according to the client’s purpose and audience.</p> <p>5 Design and <b>create content for websites</b>, using current software applications.</p> <p>6 Capture, scan, download, save, store, and manipulate digital images using current software applications.</p> <p>7 Produce corporate video and audio using current software applications.</p> <p>10 <b>Maintain professional relationships</b> with business associates and clients.</p>	<p>Media Communications graduates from Humber have experienced a program with a common platform. The program at Humber was built like this degree where classes in the first part of the program are shared across multiple programs in similar disciplines. The adaptability skills acquired as a result of this interprofessional experience are very valuable and transferable to all future work. As well, the courses in the media communications program highlight work of other professions where media communications intersect. Graduates complete work for a variety of audiences including corporate, government or not-for-profit organizations. They have explored the history and theoretical principles underlying industry practice. Graduates have examined the role, duties and activities of the communications professionals in media communications and what to expect from corporate communications professionals. Interpersonal relations and workplace skills are practiced in most courses in the program. Graduates have studied the concept of emotional intelligence and how it contributes to a successful career. In preparation for their internships, graduates conducted and documented information interviews with successful media professionals or potential internship sponsors. These skills will be helpful for the graduate to pathway into the degree. A gap in degree level depth and breadth related to scope of the creative and professional writing fields.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Communications Law and Ethics</li> <li>• Creative Lab 1 and 2</li> <li>• Social Media &amp; Digital Storytelling: Foundations and Advanced</li> <li>• Writers as Researchers</li> <li>• Writing Process Editing</li> </ul>
<p>10. <b>Analyze exemplary works</b> to distinguish effective modes and strategies for application to one’s own writing</p>	<p>2 Research and gather information in print, audio and visual formats for communications’ products and strategies.</p> <p>3 Analyze clients’ communications needs and implement solutions for business, government and the not-for-profit sectors.</p>	<p>A gap exists in depth and breadth for creative writing.</p>	<p>This outcome is addressed in the following courses in the program:</p> <ul style="list-style-type: none"> <li>• Creative Writing 1 through 4</li> <li>• Reading to Write and Writers as Readers</li> <li>• Writers as Researchers</li> <li>• Writing Process Editing</li> </ul>

			<ul style="list-style-type: none"> <li>• Arts Management</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>
<p>11. <b>Reflect</b> on work completed in creative and professional writing projects to assess the extent to which one has achieved one's goals and to apply lessons learned</p>	<p>11 Develop a portfolio of communications' products and strategies for a variety of projects and audiences.</p>	<p>Graduates of the media communications program complete a portfolio of their work and reflection on that work is required. These prospective degree students will transfer those skills to reflective work in creative and professional writing. Graduates have also been introduced to the concepts of entrepreneurship. They gain understanding of the considerations involved in starting their own businesses, identifying business opportunities, conducting market research, writing business proposals and making use of government, community and industry resources. These tasks naturally require reflection on ones work in order to be successful. Graduates of media communication are familiar with the principles and practices of project management, needs identification, strategic thinking, project organization, project deliverables, project communication, project planning, resource allocation, scheduling, control and associated costs. All these tasks relate back to reflection on the project's goals. Media communications graduates are positioned well to succeed in this learning outcome however they lack the experience with creative and professional writing projects which they will experience in the core courses in the degree program.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Communications Law and Ethics</li> <li>• Creative Lab 1 and 2</li> <li>• Community Engagement Through the Arts</li> <li>• Social Media and Digital Storytelling Foundation and Advanced</li> <li>• Creative Writing 3 and 4</li> <li>• Writers as Researchers</li> <li>• Writing Process Editing</li> <li>• Business of Writing</li> <li>• Portfolio</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>
<p>12. Build a professional presence though <b>development of a multimodal portfolio</b>, demonstrating attributes of: fluency, craft, technological competency, creativity, and entrepreneurship</p>	<p>5 Design and create content for websites, using current software applications</p> <p>11 Develop a <b>portfolio of communications' products</b> and strategies for a variety of projects and audiences.</p>	<p>Graduates of the media communications program have been evaluated on many tasks that relate to writing and portfolio development. They create usable portfolios that reflect their skills and abilities, producing an online blog, media kit, PSAs, corporate videos, and E-blast promotions to name a few. They have experience showcasing their work in an annual exhibition. The media communications graduates will be comfortable with the multimodal aspect of this outcome; however, they will need to build a portfolio of creative and professional work that is significantly different that the work they were creating in the diploma program both in depth and breadth.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Lab 1 and 2</li> <li>• Reading to Write and Writers as Readers</li> <li>• Community Engagement Through the Arts</li> <li>• Social Media and Digital Storytelling Foundation and Advanced</li> <li>• Writers as Researchers</li> <li>• Creative Writing 3 and 4</li> <li>• Business of Writing</li> <li>• Portfolio</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>

Upon successful completion of the program, a graduate will:

1. Perform the duties, tasks and activities required of a media communications specialist in business, government and the not-for-profit sectors.
2. Research and gather information in print, audio and visual formats for communications' products and strategies.
3. Analyze clients' communications needs and implement solutions for business, government and the not-for-profit sectors.
4. Create audio, visual and print communications according to the client's purpose and audience.
5. Design and create content for websites, using current software applications.
6. Capture, scan, download, save, store, and manipulate digital images using current software applications.
7. Produce corporate video and audio using current software applications.
8. Create and manage content for presentations at in-house meetings and media conferences.
9. Adhere to ethical and legal guidelines in communications practice.
10. Maintain professional relationships with business associates and clients.
11. Develop a portfolio of communications' products and strategies for a variety of projects and audiences.

**Gap Analysis:  
Bachelor of Creative and Professional Writing and Professional Writing Diploma (Algonquin College)**

*Note: Comparisons made with the Professional Writing Diploma program from Algonquin College (MTCU funding code 52001). Graduates from this program and from other Colleges may not have sufficient non-core courses transfer and/or may be asked to complete additional “reach back” core courses.*

<b>Degree Level Program Learning Outcomes for BCPW</b>	<b>Diploma Level Program Learning Outcomes for Professional Writing MTCU 52001</b>	<b>Gap Analysis</b>	<b>Remediation of Gap</b>
<p>1. Describe the influences at play in the evolving media and cultural context which affect the writers’ craft within contemporary markets and audiences.</p>	<p>2. Write for media in Canada with an awareness of historical and cultural contexts.</p>	<p>Graduates from the diploma program will have experience through the program writing for media in Canada with an awareness of historical and cultural contexts. They are able to analyze fictional works by diverse writers and are able to write rough work and stories based on variety of literary techniques used by diverse writers. The gap exists in the depth of degree level study for creative and professional writing.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Reading to Write</li> <li>• Creative Writing and Creative Lab 2</li> <li>• Writers as Readers</li> <li>• Capstone Seminar and Capstone courses</li> <li>• Arts Management</li> <li>• Strategic Communication</li> </ul>
<p>2. Identify key structures and characteristics in a variety of creative and professional works applicable to writing proficiency.</p>	<p>1. Recognize the fundamental concepts of storytelling.</p> <p>6. Write in a broad range of styles appropriate to a variety of media</p>	<p>In the creative writing courses, students in the Professional Writing Diploma gain a solid foundation of creative writing. They describe the fundamental principles of storytelling, infer the essentials: classic tales and the qualities of stories that last through time and demonstrate the function of the voice of the narrator, point of view (POV), plot, characterization, language and use of time to enhance story. Students then analyze how writers build story around those essentials to create unique and intriguing stories. They effectively create effective titles, beginnings and endings to stories. The gap exists in the upper years of the degree program with respect</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Reading to Write</li> <li>• Creative Writing and Creative Lab 2</li> <li>• Writers as Researchers</li> <li>• Creative Writing 3 and 4</li> <li>• Writers as Readers – Emerging Voices</li> <li>• Social Media and Digital Storytelling Advanced</li> <li>• Capstone Seminar and Capstone courses</li> <li>• Arts Management</li> </ul>

		to the depth and breadth related to writing proficiency.	
3. Conduct primary and secondary research from credible sources to support authenticity and accuracy in creative and professional writing		Graduates from the diploma program have taken an introductory research course which will prepare them well for the Writers as Researchers course in the degree.	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Community Engagement Through the Arts</li> <li>• Creative Writing 2, 3, and 4</li> <li>• Writers as Researchers</li> <li>• Writers as Readers</li> <li>• Capstone Seminar and Capstone courses</li> <li>• Strategic Communication</li> </ul>
4. Write creative and professional works suitable for publishing to a wide variety of audiences, publishers, platforms and industries using the full range of principles of rhetoric, syntax, grammar, style and usage	<p>1. Recognize the fundamental concepts of storytelling.</p> <p>2. Write for media in Canada with an awareness of historical and cultural contexts.</p> <p>3. Demonstrate understanding of the production process of print, live events, broadcast, the Internet and film.</p> <p>6. Write in a broad range of styles appropriate to a variety of media</p>	Graduates of the professional writing diploma are able to write in a broad range of styles appropriate to a variety of media. Their graduation indicates their ability to adapt and tell a story by a variety of methods. Each graduate has had the opportunity to develop a unique style as a writer. The gap in depth of knowledge and application of skill will be addressed in the creative writing courses in Years 3 and 4 in particular.	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Reading to Write</li> <li>• Creative Writing 3 and 4</li> <li>• Creative Lab 2</li> <li>• Writers as Readers – Emerging Voices</li> <li>• Social Media and Digital Storytelling Advanced</li> <li>• Capstone Seminar and Capstone courses</li> <li>• Strategic Communication</li> <li>• Arts Management</li> </ul>
5. Use a range of digital technologies and tools for visual communication and design appropriate to specified writing projects	<p>2. Write for media in Canada with an awareness of historical and cultural contexts.</p> <p>3. Demonstrate understanding of the production process of print, live events, broadcast, the Internet and film.</p> <p>4. Employ computers and writing software proficiently</p>	Graduates of the diploma program have built some knowledge of design software through the program. They are able to think strategically to apply in the design of effective marketing documents. Individually and in teams and apply this process to the creation of several print-based and online marketing piece. They have also worked with images to develop stories. Graduates have a small gap in depth as it relates	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Writing 3 and 4</li> <li>• Social Media and Digital Storytelling Advanced</li> <li>• Arts Management</li> <li>• Portfolio</li> </ul>



	6. Write in a broad range of styles appropriate to a variety of media	to the creative and professional writing projects with social media and in arts management in the degree.	
6. Create works in creative and professional writing that convey the characteristic structures and formats used in a variety of genres and applications	<p>1. Recognize the fundamental concepts of storytelling.</p> <p>6. Write in a broad range of styles appropriate to a variety of media</p> <p>7. Write scripts for presentations, live events and speeches</p> <p>8. Create plots, characters and themes that engage audiences</p>	The professional writing diploma courses include instruction for creating plots, characters and themes that engage audiences. Students will have analyzed the interplay of plot, character and theme and examined plot structure models and theory. Students are required to reliably communicate theme through technical skills such as choice of language, character, story events, POV, etc. The gap in depth and breadth is related to the variety of genres and applications.	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Reading to Write</li> <li>• Creative Writing 2, 3 and 4</li> <li>• Social Media and Digital Storytelling Advanced</li> <li>• Writers as Researchers</li> <li>• Writers as Readers</li> <li>• Arts Management</li> <li>• Capstone Seminar and Capstone courses</li> </ul>
7. Outline a variety of methods and structures for story development	<p>1. Recognize the fundamental concepts of storytelling.</p> <p>8. Create plots, characters and themes that engage audiences</p>	The creative writing courses in the diploma program build toward the attainment of this outcome. Graduates of the program adapt and tell a story by a variety of methods. They master different styles for different genres and media. The gap in depth will be addressed through the degree level creative writing courses in Years 3 and 4.	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Reading to Write</li> <li>• Community Engagement Through the Arts</li> <li>• Writers as Researchers</li> <li>• Creative Lab 2</li> <li>• Creative Writing 3 and 4</li> <li>• Writers as Readers</li> <li>• Capstone Seminar and Capstone courses</li> </ul>
8. Edit writing of self and others applying a range of editorial techniques to in order to meet publication standards	<p>7. Write scripts for presentations, live events and speeches</p> <p>9. Effectively edit their own and others writing</p>	Graduates of the diploma program effectively edit their own and others' writing. They develop preliminary drafts, edit rough drafts of one's own writing as well as writing by others. Students provide clear, specific, and constructive feedback to peers and apply suggestions for revision to final drafts of written work. The gap exists in the	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Lab 2</li> <li>• Creative Writing 3 and 4</li> <li>• Writers as Researchers</li> <li>• Social Media and Digital Storytelling Advanced</li> </ul>

		depth of knowledge and practice that will be addressed in the course to the right.	<ul style="list-style-type: none"> <li>• Capstone Seminar and Capstone courses</li> <li>• Arts Management</li> <li>• Portfolio</li> </ul>
9. Collaborate interprofessionally with designers, publishers, editors, producers, marketing and advertising professionals in order to undertake and complete projects in creative and professional writing	<p>3. Demonstrate understanding of the production process of print, live events, broadcast, the Internet and film.</p> <p>5. Work in independent, collaborative, and organizational settings</p> <p>9. Effectively edit their own and others writing</p> <p>11. Demonstrate superior time management skills</p> <p>12. Manage their writing career on sound small-business principles</p>	Graduates from the diploma program should be comfortable with basic principles of working with a graphic designer to complete projects. In the program students work together frequently to complete project work and edit each other's work.	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Lab 2</li> <li>• Creative Writing 3 and 4</li> <li>• Writers as Researchers</li> <li>• Social Media and Digital Storytelling Advanced</li> <li>• Project Management</li> </ul>
10. Analyze exemplary works to distinguish effective modes and strategies for application to one's own writing	<p>1. Recognize the fundamental concepts of storytelling.</p> <p>9. Effectively edit their own and others writing</p>	A significant gap exists with respect to analysis of exemplary texts.	<p>This outcome is addressed in the following courses in the program:</p> <ul style="list-style-type: none"> <li>• Reading to Write</li> <li>• Creative Writing 2, 3 and 4</li> <li>• Writers as Researchers</li> <li>• Writers as Readers</li> <li>• Arts Management</li> <li>• Capstone Seminar and Capstone Courses</li> </ul>
11. Reflect on work completed in creative and professional writing projects to assess the extent to which one has achieved one's goals and to apply lessons learned	<p>5. Work in independent, collaborative, and organizational settings</p> <p>12. Manage their writing career on sound small-business principles</p>	Graduates of the diploma program have demonstrated project management skills through completion of a multi-component writing project for a third party. They were required to gather client specifications effectively to avoid project creep and develop a work breakdown structure (WBS) to identify a project's constituent parts and any sub-contractor inputs. They Use a Gantt chart to sequence tasks to ensure on-time	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Community Engagement Through the Arts</li> <li>• Creative Lab 2</li> <li>• Writers as Researchers</li> <li>• Creative Writing 3 and 4</li> </ul>

		requirements. Cost the overall writing project using an excel spreadsheet to ensure on-budget requirements. Project work required continual reflection on the work completed and achievement of goals. Students will continue to build on these skills in the degree program to address the gap in depth and breadth.	<ul style="list-style-type: none"> <li>• Project Management</li> <li>• Capstone Seminar and Capstone Courses</li> </ul>
12. Build a professional presence through development of a multimodal portfolio, demonstrating attributes of: fluency, craft, technological competency, creativity, and entrepreneurship	13. Market their writing skills in their chosen field(s)	Graduates of the diploma program have experience marketing their writing skills in their chosen field(s). In the program they were required to identify tools and strategies for marketing creative writing. They understand how the fiction market functions in Canada and can communicate their own achievements in creative writing through a public forum. The degree program will allow these graduates to work on a professional portfolio and build further on their fluency, craft and entrepreneurial tools.	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Reading to Write</li> <li>• Community Engagement Through the Arts</li> <li>• Creative Lab 2</li> <li>• Writers as Researchers</li> <li>• Creative Writing 3 and 4</li> <li>• Writers as Readers</li> <li>• Project Management</li> <li>• Portfolio</li> <li>• Capstone Seminar and Capstone Courses</li> </ul>
	10. Write and produce a short video	Students in the degree program will partially complete this in the first-year common platform course.	

**Gap Analysis:  
Bachelor of Creative and Professional Writing and Public Relations Advanced Diploma**

*Note: Comparisons made with [MTCUs Program Standard for the Public Relations Advanced Diploma Program](#) (MTCU funding code 60243). Graduates from this program and from other Colleges may not have sufficient non-core courses for transfer and/or may be asked to complete additional “reach back” core courses.*

Degree Level Program Learning Outcomes for BCPW	Diploma Level Program Learning Outcomes for Public Relations MTCU 60243	Gap Analysis	Remediation of Gap
<p>1. Describe the influences at play in the evolving media and cultural context which affect the writers’ craft within contemporary markets and audiences.</p>	<p>1. Coordinate and contribute to the planning of public relations activities, including the development of clear, measurable communication objectives and project or tactical budgets and selection of strategies, tactics, tools and resources, to manage a range of stakeholder relationships and support organizational objectives</p>	<p>Graduates of the public relations diploma program can identify key stakeholders and relationship management needs of a range of organizations in various sectors (e.g., commercial, not-for-profit, government, etc.) and industries. They conduct needs analysis of target audiences to support the development of communications objectives. They identify and respond to the specific needs of journalists and news media in the planning of communication strategies and tactics for media relations. As part of their program these graduates are able to monitor, report and respond to issues and trends that impact the public relations activity planning process.</p>	<p>The gap will be addressed by select courses in the second, third and fourth year of the degree.</p> <ul style="list-style-type: none"> <li>• Community Engagement Through the Arts</li> <li>• Creative Writing 2 – Finding Voice</li> <li>• Writers as Readers – Emerging Voices</li> <li>• Arts Management</li> <li>• Business of Writing</li> </ul>
	<p>3. Write and edit clear, accurate, targeted copy aligned to organizational objectives, appropriate for the chosen channel(s) and to a specified deadline.</p>	<p>PR graduates comply with ethical and legal obligations related to intellectual property, copyright, fair use, plagiarism and acknowledgement of sources, privacy and confidentiality of information, and defamation. They use knowledge of organizational objectives to align copy appropriately for relevant communications</p>	
	<p>4. Apply visual, audio, multimedia and interactive elements, fundamental design principles and accessibility standards, independently and collaboratively, to enhance the production of effective, timely communications appropriate for diverse channels and audiences.</p>	<p>In their work, PR graduates adhere to the requirements of legislation and regulations related to accessibility of communications, including but not limited to;</p> <ul style="list-style-type: none"> <li>• the Accessibility for Ontarians with Disabilities Act, 2004, S.O. 2004, c. 11., Human Rights Code, R.S.O. 1990, c. H.19,</li> <li>• Consumer Protection Act, 2002, S.O. 2002, c. 30, Sched. A,</li> <li>• Personal Information Protection and Electronic Documents Act, S.C. 2000, c. 5,</li> <li>• Personal Health Information Protection Act, 2004, S.O. 2004, c. 3, Sched. A,</li> <li>• Privacy Act, R.S.C. 1975, c. P-21,</li> </ul>	
	<p>6 Engage stakeholders by adapting language, tone and presentation style to the public relations purpose, situation, audience and channel(s)</p>		
	<p>7 Comply with and support others to work in accordance with relevant</p>		

	<p>professional association and industry codes of ethics, public relations professional standards and practices, and legal obligations, protocols and policies</p>	<ul style="list-style-type: none"> <li>Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. F.31,.</li> </ul>	
	<p>8 Keep current with emerging social and economic trends, and local, national and global issues to enhance public relations plans and activities, support organizational effectiveness and stakeholder relationships, and guide ongoing personal professional development</p>	<p>PR graduates are expected to show respect for diversity in the production of public relations communications and comply with ethical and legal obligations related to intellectual property, copyright, fair use, plagiarism and acknowledgement of sources, privacy and confidentiality of information, and defamation. They follow established industry and organizational communication protocols and practices for a range of public relations functions (e.g., media relations, internal/corporate communications, government relations, community relations, investor/donor relations, special events, reputation/issues/crisis management, fundraising, sponsorship, etc.)</p>	
	<p>9 Select and use current and emerging technologies to enhance the quality and delivery of public relations activities and support organizational effectiveness.</p>	<p>PR graduates are able to adapt to differences in organizational and industry protocols and practices to support organizational effectiveness and enhance work performance. They respect intellectual property rights, comply with copyright law, attribute sources as required to preclude plagiarism, and fact check to avoid liability for defamation</p> <p>PR graduates are aware of organizational behaviour theories and how it may be used to influence organizational culture. They work within established practices, procedures and protocols for a variety of public relations functions. They are able to identify trends and issues that may impact or influence stakeholder relationships, public relations activities or organizational effectiveness. As students in the PR program they have contributed to informed discussions and report on the impact of trends and issues on the public relations profession, activities, stakeholders, or organizational effectiveness. They have used appropriate monitoring tools to stay informed of relevant trends and issues impacting the public relations profession and an organization's reputation, effectiveness, stakeholder relationships and public relations activities</p>	
<p>2. Identify key structures and characteristics in a variety of creative and professional works applicable to writing proficiency.</p>	<p>2. Coordinate and contribute to the implementation of strategies and tactics and the management of budgets and resources for a range of public relations activities to achieve communication objectives and meet activity guidelines and requirements,</p>	<p>Graduates of the Public Relations Diploma program are required to adhere to formal and in-house style guides (e.g., Canadian Press) and standard formats and templates for various public relations communications. Follow established industry and organizational communication protocols and practices for a range of public relations functions. They complete a variety of written and visual work; media releases, annual and other reports, communication</p>	<p>The gap will be addressed by select courses in the second, third and fourth year of the degree.</p> <ul style="list-style-type: none"> <li>Creative Writing 1, 2, 3 and 4</li> </ul>

	<p>3. Write and edit clear, accurate, targeted copy aligned to organizational objectives, appropriate for the chosen channel(s) and to a specified deadline.</p>	<p>plans, biographies, briefing and speaking notes, presentation slides, factsheets, Q&amp;As, letters, memos, articles, print and digital newsletters, brochures, social media content and web-based content, videos, and multimedia presentations. They draft clear, accurate targeted copy appropriate for a variety of channels (e.g., print, broadcast, Web-based, Internet and digital communications, social media applications, Webpages, email, text messages, etc.).</p>	<ul style="list-style-type: none"> <li>• Reading to Write and Writers as Readers</li> <li>• Arts Management</li> </ul>
	<p>4. Apply visual, audio, multimedia and interactive elements, fundamental design principles and accessibility standards, independently and collaboratively, to enhance the production of effective, timely communications appropriate for diverse channels and audiences.</p>	<p>In their writing, PR graduates must choose writing styles, language and tone appropriate for the purpose of the communication (e.g., persuading, informing, explaining, pitching, engaging, soliciting information, telling a story, etc.), the audience and the channel(s). They must use appropriate language, style, tone and non-verbal communication to engage, inform, explain, pitch, persuade, solicit information, or tell a story. They use knowledge of organizational objectives to align copy appropriately for relevant communications.</p>	
	<p>5 Select information sources, research tools and results, and apply analytical skills to guide the development of communication objectives, selection of strategies and tactics and evaluation of the impact of public relations activities</p>	<p>Graduates of the PR program have a significant amount of experience writing professional work. The gap exists in the creative arts sector. Courses in the pathway for these prospective students will involve filling the breadth gap to include courses in creative writing.</p>	
	<p>6 Engage stakeholders by adapting language, tone and presentation style to the public relations purpose, situation, audience and channel(s)</p>		
	<p>7 Comply with and support others to work in accordance with relevant professional association and industry codes of ethics, public relations professional standards and practices, and legal obligations, protocols and policies</p>		
<p>3. Conduct primary and secondary research from credible sources to support authenticity and accuracy in creative and professional writing</p>	<p>1. Coordinate and contribute to the planning of public relations activities, including the development of clear, measurable communication objectives and project or tactical budgets and selection of strategies, tactics, tools and resources, to manage a range of stakeholder relationships and support organizational objectives.</p>	<p>In the PR program students conduct needs analysis of target audiences to support the development of communications objectives. They fact check as necessary to ensure accuracy of communications. In all work they must comply with ethical and legal obligations related to intellectual property, copyright, fair use, plagiarism and acknowledgement of sources, privacy and confidentiality of information, and defamation</p> <p>Graduates of the program are able to select and use appropriate research methods and protocols for diverse information needs</p>	<p>The gap will be addressed by select courses in the second, third and fourth year of the degree.</p> <ul style="list-style-type: none"> <li>• Community Engagement Through the Arts</li> <li>• Creative Writing 2, 3 and 4</li> </ul>

	<p>3. Write and edit clear, accurate, targeted copy aligned to organizational objectives, appropriate for the chosen channel(s) and to a specified deadline.</p>	<p>(e.g., online and library research, social and other media monitoring, surveys, focus groups, interviews, media or environmental scan, etc.). They identify data sources (e.g., stakeholders*, news and current events, databases, social media, industry and government reports, etc.) for a range of research needs. They collect data on stakeholder* attitudes, opinions, expectations, satisfaction and/or perceptions of an organization's qualities, operations and reputation to support the planning and evaluation of public relations activities. They also collect appropriate primary, secondary, formal, informal, qualitative, quantitative, formative and summative data for project planning and evaluation purposes.</p> <p>PR graduates evaluate the impact of public relations activities against objectives or key performance indicators using a variety of evaluation techniques (e.g., metrics, monitoring tools, surveys, interviews, data analysis, etc.). They assess the reliability, authority, legality, relevance and currency of information and information sources</p> <p>Project work in the program allow opportunity to contribute to a competitive analysis to support the development of communication objectives. Students communicate and collaborate professionally and ethically with stakeholders to gather the information needed to support the communications planning and evaluation processes. They analyze the advantages and disadvantages of a range of technologies and channels to support their use for public relations activities and organizational effectiveness</p> <p>Graduates from the PR program are well prepared to tackle the research tasks they will be given to support their creative and professional writing projects in the program. A gap exists in the application of the research skill to the work of the creative writer.</p>	<ul style="list-style-type: none"> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>
<p>5 Select information sources, research tools and results, and apply analytical skills to guide the development of communication objectives, selection of strategies and tactics and evaluation of the impact of public relations activities</p>			
<p>7 Comply with and support others to work in accordance with relevant professional association and industry codes of ethics, public relations professional standards and practices, and legal obligations, protocols and policies</p>			
<p>8 Keep current with emerging social and economic trends, and local, national and global issues to enhance public relations plans and activities, support organizational effectiveness and stakeholder relationships, and guide ongoing personal professional development</p>			
<p>9 Select and use current and emerging technologies to enhance the quality and delivery of public relations activities and support organizational effectiveness.</p>			
<p>10 Select strategies and tools to build and maintain professional relationships to support public relations activities, organizational objectives and career development</p>			
<p>4. Write creative and professional works suitable for publishing to a wide variety of</p>	<p>1. Coordinate and contribute to the planning of public relations activities, including the development of clear, measurable communication</p>	<p>Graduates of the PR program use in house and formal style guides, standard formats, templates in their writing. They have experience writing for PR purposed for a variety of channels. .They choose writing styles, language and tone appropriate for the purpose of the</p>	<p>The gap will be addressed in the following courses in the degree:</p>

<p>audiences, publishers, platforms and industries using the full range of principles of rhetoric, syntax, grammar, style and usage</p>	<p>objectives and project or tactical budgets and selection of strategies, tactics, tools and resources, to manage a range of stakeholder relationships and support organizational objectives.</p> <p>3. Write and edit clear, accurate, targeted copy aligned to organizational objectives, appropriate for the chosen channel(s) and to a specified deadline.</p> <p>4. Apply visual, audio, multimedia and interactive elements, fundamental design principles and accessibility standards, independently and collaboratively, to enhance the production of effective, timely communications appropriate for diverse channels and audiences.</p> <p>6 Engage stakeholders by adapting language, tone and presentation style to the public relations purpose, situation, audience and channel(s)</p> <p>9 Select and use current and emerging technologies to enhance the quality and delivery of public relations activities and support organizational effectiveness.</p>	<p>communication. The audience is always a consideration for the PR student particularly when required to contribute to the preparation of speaking notes, slides and/or other supporting resources for a range of presentations. The use of appropriate language, style, tone and non-verbal communication to engage, inform, explain, pitch, persuade, solicit information, or tell a story is expected. They work within standard practices.</p> <p>The gap for these graduate is in depth and breadth as it relates to the creative writing projects in the BCPW. The writing skills gained in the diploma program will prepare these students for success in the degree.</p>	<ul style="list-style-type: none"> <li>• Creative Writing 1 through 4.</li> <li>• Creative Lab 1 and 2</li> <li>• Reading to Write and Writers as Readers</li> <li>• Arts Management</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>
<p>5. Use a range of digital technologies and tools for visual communication and design appropriate to specified writing projects</p>	<p>2.Coordinate and contribute to the implementation of strategies and tactics and the management of budgets and resources for a range of public relations activities to achieve communication objectives and meet activity guidelines and requirements.</p> <p>4 Apply visual, audio, multimedia and interactive elements, fundamental design principles and accessibility standards, independently and collaboratively, to enhance the production of effective, timely</p>	<p>Student in the PR program contribute to the production of a variety of public relations communications (e.g., print and digital newsletters, brochures, reports, social media content, Web-based content, videos, multimedia presentations, presentation slides, digital communications, etc.) and apply fundamental design principles to enhance visual communications (i.e., balance, proximity, alignment, repetition, contrast and space). They apply creative approaches to the production of print, digital, multimedia and interactive communications. They adapt presentation style and format as appropriate for the selected channel(s).</p> <p>Graduate of the PR program can use appropriate software and applications proficiently and effectively to complete tasks and</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Writing 2, 3 and 4</li> <li>• Social Media and Digital Storytelling Advanced</li> <li>• Arts Management</li> <li>• Portfolio</li> </ul>



	communications appropriate for diverse channels and audiences	<p>enhance work performance (e.g., word-processing, spreadsheet, presentation, graphic design, content management, social media, etc.). They work effectively across a variety of current and emerging technology platforms and information systems. They also select and use technology to effectively deliver communications, collect feedback, and monitor media for information impacting public relations activities and organizational effectiveness</p> <p>Graduate are able to recommend current and emerging technologies to encourage collaboration among stakeholders and enhance communications within organizational structures. They can also assess the advantages and disadvantages of a range of technologies and channels to support their use for public relations activities and organizational effectiveness. They use current and emerging applications and tools to track deadlines, progress and completion of work, organize files, contacts, lists and schedules to enhance work performance and organizational effectiveness.</p> <p>It is a requirement to be able to update online and digital content independently and collaboratively to support the quality, delivery and timeliness of public relations activities. They also manage online personal and organizational profile and account settings to support organizational effectiveness.</p> <p>Students in the PR program use applications and monitor account settings to create and maintain a professional online presence (e.g., Facebook, LinkedIn, Twitter, etc.)</p> <p>PR graduates are well positioned to excel using the range of technologies used in the BCPW program. The gap exists in the application of these technologies to the creative writing context.</p>	
	6 Engage stakeholders by adapting language, tone and presentation style to the public relations purpose, situation, audience and channel(s)		
	9 Select and use current and emerging technologies to enhance the quality and delivery of public relations activities and support organizational effectiveness.		
	10 Select strategies and tools to build and maintain professional relationships to support public relations activities, organizational objectives and career development		
6. Create works in creative and professional writing that convey the characteristic structures and formats used in a variety of genres and applications	1. Coordinate and contribute to the planning of public relations activities, including the development of clear, measurable communication objectives and project or tactical budgets and selection of strategies, tactics, tools and resources, to manage a range of stakeholder relationships and support organizational objectives.	<p>Students in the PR program have experience completing project work that includes developing work plans, critical paths, Gantt charts, print, digital and/or multimedia announcements, reports, newsletters and brochures, social media campaigns, Website content development, press kits, speeches. They draft clear, accurate targeted copy appropriate for a variety of channels (e.g., print, broadcast, Web-based, Internet and digital communications, social media applications, Webpages, email, text messages, etc.).</p> <p>A gap exists in depth and breadth. Structures and formats used in creative writing will require several courses to successfully bridge this gap.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Writing 1 through 4</li> <li>• Creative Lab 1 and 2</li> <li>• Reading to Write and Writers as Readers</li> <li>• Social Media and Digital Storytelling Advanced</li> <li>• Arts Management</li> </ul>
	2. Coordinate and contribute to the implementation of strategies and		

	<p>tactics and the management of budgets and resources for a range of public relations activities to achieve communication objectives and meet activity guidelines and requirements.</p> <p>3 Write and edit clear, accurate, targeted copy aligned to organizational objectives, appropriate for the chosen channel(s) and to a specified deadline.</p> <p>4. Apply visual, audio, multimedia and interactive elements, fundamental design principles and accessibility standards, independently and collaboratively, to enhance the production of effective, timely communications appropriate for diverse channels and audiences</p> <p>6 Engage stakeholders by adapting language, tone and presentation style to the public relations purpose, situation, audience and channel(s)</p> <p>7 Comply with and support others to work in accordance with relevant professional association and industry codes of ethics, public relations professional standards and practices, and legal obligations, protocols and policies</p> <p>9 Select and use current and emerging technologies to enhance the quality and delivery of public relations activities and support organizational effectiveness.</p>		
7. Outline a variety of methods and structures for story development	1. Coordinate and contribute to the planning of public relations activities, including the development of clear, measurable communication objectives and project or tactical budgets and selection of strategies,	PR graduates are able to draft communication objectives that are specific, measurable, attainable, realistic, time-sensitive (SMART), and aligned with organizational objectives. They edit copy for clarity, logical organization, and to eliminate unnecessary material. They choose writing styles, language and tone appropriate for the	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>Creative Writing1, 3 and 4</li> </ul>

	<p>tactics, tools and resources, to manage a range of stakeholder relationships and support organizational objectives</p> <p>3 Write and edit clear, accurate, targeted copy aligned to organizational objectives, appropriate for the chosen channel(s) and to a specified deadline</p> <p>6. Engage stakeholders by adapting language, tone and presentation style to the public relations purpose, situation, audience and channel(s)</p>	<p>purpose, use appropriate language, style, tone and non-verbal communication to tell the story.</p> <p>The gap exists in depth and breadth for this outcome. Students will have opportunity through the creative courses to practice and become proficient in using methods and structure in their stories.</p>	<ul style="list-style-type: none"> <li>• Creative Lab 1 and 3</li> <li>• Reading to Write and Writers as Readers</li> <li>• Social Media &amp; Digital Storytelling: Advanced</li> <li>• Community Engagement Through the Arts</li> <li>• Writing Process Editing</li> <li>• Capstone Seminar and Capstone</li> </ul>
<p>8. Edit writing of self and others applying a range of editorial techniques to in order to meet publication standards</p>	<p>3 Write and edit clear, accurate, targeted copy aligned to organizational objectives, appropriate for the chosen channel(s) and to a specified deadline.</p> <p>6 Engage stakeholders by adapting language, tone and presentation style to the public relations purpose, situation, audience and channel(s)</p> <p>7 Comply with and support others to work in accordance with relevant professional association and industry codes of ethics, public relations professional standards and practices, and legal obligations, protocols and policies</p> <p>10 Select strategies and tools to build and maintain professional relationships to support public relations activities, organizational objectives and career development</p>	<p>Graduates of the PR program can fact check as necessary to ensure accuracy of their own and others work. Their editing opportunities in the PR program leave a gap that will be filled by several courses. In their program they collaborate and share knowledge, skills and experience with others to build professional relationships. This positions them well to build editing skills into their toolbox in the BCPW program.</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Lab 1 and 2</li> <li>• Social Media &amp; Digital Storytelling: Advanced</li> <li>• Reading to Write and Writers as Readers</li> <li>• Creative Writing 3 and 4</li> <li>• Arts Management</li> <li>• Portfolio</li> <li>• Capstone Seminar</li> </ul>
<p>9. Collaborate interprofessionally with designers, publishers,</p>	<p>1. Coordinate and contribute to the planning of public relations activities, including the development of clear,</p>	<p>PR Students are able to;</p>	<p>The gap will be addressed in the following courses in the degree:</p>

<p>editors, producers, marketing and advertising professionals in order to undertake and complete projects in creative and professional writing</p>	<p>measurable communication objectives and project or tactical budgets and selection of strategies, tactics, tools and resources, to manage a range of stakeholder relationships and support organizational objectives,</p>	<ul style="list-style-type: none"> <li>• Identify key stakeholders and relationship management needs of a range of organizations in various sectors (e.g., commercial, not-for-profit, government, etc.) and industries</li> <li>• Accurately record project instructions, resources and constraints to support the planning process and guide evaluation of project success</li> <li>• Actively coordinate and contribute to project planning teams, fostering collaboration and completing tasks</li> <li>• Perform individual tasks and coordinate completion of work by others in a timely and effective manner</li> <li>• Work collaboratively with team members and liaise with relevant stakeholders* to enhance project implementation, and coordinate tasks necessary to achieve communication objectives</li> <li>• Solicit and give feedback and use constructive criticism to revise work as appropriate</li> <li>• Work independently and collaboratively to enhance the effectiveness of communications for diverse channels* and audiences using a range of tools and applications (e.g., digital and video cameras, scanners, social media applications, photo editing, design, presentation, desktop and/or Web publishing software, etc.) and multimedia or interactive elements (e.g., images, graphics, audio or video, hypertext, animations, social media interactivity, etc.)</li> <li>• Contribute to a competitive analysis to support the development of communication objectives</li> <li>• Communicate and collaborate professionally and ethically with stakeholders* to gather the information needed to support the communications planning and evaluation processes</li> <li>• Promote equity and inclusion when communicating and collaborating with a diversity of stakeholders* and audiences</li> <li>• Communicate with others professionally and confidently in a range of communications and public relations settings and activities (e.g., interviews, meetings, internal and media briefings, news conferences, special events, trade shows, etc.)</li> <li>• Contribute to the preparation of speaking notes, slides and/or other supporting resources for a range of presentations</li> </ul>	<ul style="list-style-type: none"> <li>• Creative Lab 1 and 2</li> <li>• Social Media &amp; Digital Storytelling: Advanced</li> <li>• Writing Process Editing</li> </ul>
	<p>2. Coordinate and contribute to the implementation of strategies and tactics and the management of budgets and resources for a range of public relations activities to achieve communication objectives and meet activity guidelines and requirements.</p>		
	<p>3. Write and edit clear, accurate, targeted copy aligned to organizational objectives, appropriate for the chosen channel(s) and to a specified deadline.</p>		
	<p>4. Apply visual, audio, multimedia and interactive elements, fundamental design principles and accessibility standards, independently and collaboratively, to enhance the production of effective, timely communications appropriate for diverse channels and audiences</p>		
	<p>5 Select information sources, research tools and results, and apply analytical skills to guide the development of communication objectives, selection of strategies and tactics and evaluation of the impact of public relations activities</p>		
	<p>6 Engage stakeholders by adapting language, tone and presentation style to the public relations purpose, situation, audience and channel(s)</p>		
	<p>7 Comply with and support others to work in accordance with relevant professional association and industry</p>		

	<p>codes of ethics, public relations professional standards and practices, and legal obligations, protocols and policies</p>	<ul style="list-style-type: none"> <li>• Adapt presentation style and format as appropriate for the selected channel(s)</li> <li>• Follow established industry and organizational communication protocols and practices for a range of public relations functions (e.g., media relations, internal/corporate communications, government relations, community relations, investor/donor relations, special events, reputation/issues/crisis management, fundraising, sponsorship, etc.)</li> <li>• Apply strategies to manage or resolve conflicts among internal or external stakeholders</li> <li>• Set an example of appropriate behaviour in the workplace to support others to avoid the consequences of unethical, unprofessional and illegal conduct</li> <li>• Investigate the benefits, resources and networking opportunities associated with membership in communications and public relations professional associations</li> <li>• Communicate professionally and ethically with public relations professionals to develop trust, provide mutual support, enhance work performance and career development</li> <li>• Identify opportunities to expand professional network on a regular basis to enhance work performance and career development</li> <li>• Share knowledge, skills and experience with others to build professional relationships</li> </ul> <p>The gap exists as it relates to application to creative writing proficiency.</p>	
<p>10. Analyze exemplary works to distinguish effective modes and strategies for application to one's own writing</p>	<p>3 Write and edit clear, accurate, targeted copy aligned to organizational objectives, appropriate for the chosen channel(s) and to a specified deadline</p>	<p>Adhere to formal and in-house style guides (e.g., Canadian Press) and standard formats and templates for various public relations communications (e.g., media releases, annual and other reports, communication plans, biographies, briefing and speaking notes, presentation slides, factsheets, Q&amp;As, letters, memos, articles, etc.)</p> <p>Draft clear, accurate targeted copy appropriate for a variety of channels (e.g., print, broadcast, Web-based, Internet and digital communications, social media applications, Webpages, email, text messages, etc.)</p>	<p>This outcome is addressed in the following courses in the program:</p> <ul style="list-style-type: none"> <li>• Creative Writing 1 through 4</li> <li>• Reading to Write and Writers as Readers</li> <li>• Writing Process Editing</li> <li>• Arts Management</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>

		<p>Solicit and give feedback and use constructive criticism to revise work as appropriate</p> <p>Use knowledge of organizational objectives to align copy appropriately for relevant communications</p>	
<p>11. Reflect on work completed in creative and professional writing projects to assess the extent to which one has achieved one's goals and to apply lessons learned</p>	<p>2. Coordinate and contribute to the implementation of strategies and tactics and the management of budgets and resources for a range of public relations activities to achieve communication objectives and meet activity guidelines and requirements.</p>	<p>Suggest alternative approaches and opportunities to enhance public relations activity implementation</p>	<p>The gap will be addressed in the following courses in the degree:</p> <ul style="list-style-type: none"> <li>• Creative Lab 1 and 2</li> <li>• Community Engagement Through the Arts</li> <li>• Social Media and Digital Storytelling Advanced</li> <li>• Creative Writing 3 and 4</li> <li>• Writing Process Editing</li> <li>• Business of Writing</li> <li>• Portfolio</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>
	<p>5 Select information sources, research tools and results, and apply analytical skills to guide the development of communication objectives, selection of strategies and tactics and evaluation of the impact of public relations activities</p>	<p>Evaluate the impact of public relations activities against objectives or key performance indicators using a variety of evaluation techniques (e.g., metrics, monitoring tools, surveys, interviews, data analysis, etc.)</p> <p>Determine the reliability, authority, legality, relevance and currency of information and information sources</p> <p>Use results of public relations activities to guide the strategic planning process</p>	
	<p>6 Engage stakeholders by adapting language, tone and presentation style to the public relations purpose, situation, audience and channel(s)</p>	<p>Apply strategies to manage or resolve conflicts among internal or external stakeholders</p>	
	<p>7 Comply with and support others to work in accordance with relevant professional association and industry codes of ethics, public relations professional standards and practices, and legal obligations, protocols and policies</p>	<p>Suggest appropriate responses to public relations ethical issues and dilemmas</p>	
	<p>9 Select and use current and emerging technologies to enhance the quality and delivery of public relations activities and support organizational effectiveness.</p>	<p>Analyze the advantages and disadvantages of a range of technologies and channels* to support their use for public relations activities and organizational effectiveness</p>	
<p>12. Build a professional presence through development of a</p>	<p>3. Write and edit clear, accurate, targeted copy aligned to organizational objectives, appropriate</p>	<p>PR grads draft clear, accurate targeted copy for print, broadcast, Web-based, Internet and digital communications, social media applications, Webpages, email, text messages. They contribute to</p>	<p>The gap will be addressed in the following courses in the degree:</p>

<p>multimodal portfolio, demonstrating attributes of: fluency, craft, technological competency, creativity, and entrepreneurship</p>	<p>for the chosen channel(s) and to a specified deadline.</p> <p>4. Apply visual, audio, multimedia and interactive elements, fundamental design principles and accessibility standards, independently and collaboratively, to enhance the production of effective, timely communications appropriate for diverse channels and audiences</p>	<p>the production of print and digital newsletters, brochures, reports, social media content, Web-based content, videos, multimedia presentations, presentation slides, and digital communications.</p> <p>The gap exists as it relates to creative writing project work.</p>	<ul style="list-style-type: none"> <li>• Creative Lab 1 and 2</li> <li>• Reading to Write and Writers as Readers</li> <li>• Community Engagement Through the Arts</li> <li>• Social Media and Digital Storytelling Advanced</li> <li>• Creative Writing 3 and 4</li> <li>• Business of Writing</li> <li>• Portfolio</li> <li>• Capstone Seminar and Capstone Manuscript</li> </ul>
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Type (level)	Code	Key Characteristics	Instructor Role	Characteristics of Learning and Assessment Activities
Foundational	F	<p>Commonly sequenced in first or second semesters of the program but in some cases, may be placed in later semesters if brand new areas of learning are introduced in later stages of the schedule of study.</p> <p>Foundational level courses offer substantial support to students, and are intentionally invitational in nature. They set students up for success with challenging but limited numbers of activities and topics presented in a supportive learning environment.</p> <p>Foundational courses are not vehicles for rote learning of facts nor are they deliberately designed to deter students who may be struggling in an effort to have them leave the program.</p>	<ul style="list-style-type: none"> <li>☑ Anticipates and addresses students' misunderstandings</li> <li>☑ Expects content and concepts to be new to students</li> <li>☑ Provides exemplars to model excellence in student work</li> <li>☑ Sets up success through multiple opportunities for practice and meaningful, timely feedback</li> <li>☑ Creates a supportive environment which engineers positive and productive peer and faculty relationships</li> <li>☑ Expects full participation and completion of assigned tasks</li> </ul>	<ul style="list-style-type: none"> <li>☑ Engage and honour students' lived reality as starting place from which to relate new material, methods or concepts</li> <li>☑ Pose complex issues and tasks to be investigated and pursued as invitations to seeking out new knowledge, concepts, methods, and skills (resisting the temptation to cram facts)</li> <li>☑ Provide multiple opportunities for demonstration of learning</li> </ul>
Developmental	D	<p>Commonly sequenced in intermediate stages of the schedule of studies</p> <p>Developmental Courses relate concepts across disciplines and allow students increasing choice in the topics they pursue, processes they employ and products they create.</p> <p>Developmental courses are not vehicles for reinforcement through review and repetition but rather through increasing depth and/or complexity of the concepts, case studies or projects encountered.</p>	<ul style="list-style-type: none"> <li>☑ Requires students to demonstrate well-informed opinions based on knowledge from within and outside the discipline</li> <li>☑ Invites students to begin to demonstrate developing performance skills in an area of special interest within the field</li> <li>☑ Engineers multiple channels for connecting with peers and faculty</li> <li>☑ Expects accountability and responsible participation</li> </ul>	<ul style="list-style-type: none"> <li>☑ Encourage risk-taking and question posing</li> <li>☑ Connect and relate learning from multiple foundational courses to each other</li> <li>☑ Integrate expanding awareness of personal, social, cultural and environmental themes</li> <li>☑ Advance foundational learning into more specialized areas of discipline</li> <li>☑ Require complex readings of texts and experiences</li> <li>☑ Require creative responses to multi-layered challenges</li> <li>☑ Require students to examine and critically assess assumptions and methods</li> <li>☑ Require students to persevere with difficult readings, concepts, and complex tasks in supportive study groups</li> <li>☑ Require students to apply learning in novel contexts</li> <li>☑ Extend learning into a variety of contexts</li> <li>☑ Foster internalization of understanding as part of the students' identities</li> <li>☑ Require students to make or do something new</li> <li>☑ Require students to seek out resources and research independently</li> <li>☑ Require critical analysis and/or creative thinking as natural way of approaching material or tasks</li> </ul>
Proficiency	P	<p>Commonly sequenced in the terminal stages of the schedule of studies, and allow graduates to demonstrate achievement of program learning outcomes.</p> <p>Proficiency level courses challenge students to advance their knowledge and skills in ways that contribute to the ongoing improvement of the field of practice.</p> <p>Proficiency level courses are not vehicles for curbing creativity or self-expression while in pursuit of career-readiness.</p>	<ul style="list-style-type: none"> <li>☑ Provides students with opportunities to pursue and demonstrate skills in their chosen areas of specialization</li> <li>☑ Expects students to display proficiency and beginning levels of professionalism as it is defined in the field</li> </ul>	

LEGEND	
Level of Instruction & Assessment	
Code	Type (level)
F	Foundational
D	Developmental
P	Proficiency

Ref #	Category	Honours Bachelor's Degree Level Expectations	Suggested Verbs for Learning Outcomes	Examples of Learning Topics and Experiences
1	Depth and Breadth of Knowledge	<p>a. A developed knowledge and critical understanding of the key concepts, methodologies, current advances, theoretical approaches and assumptions in a discipline overall, as well as in a specialized area of a discipline;</p> <p>b. A developed understanding of many of the major fields in a discipline, including, where appropriate, from an interdisciplinary perspective, and how the fields may intersect with fields in related disciplines;</p> <p>c. A developed ability to:</p> <ol style="list-style-type: none"> <li>gather, review, evaluate and interpret information;</li> <li>compare the merits of alternate hypotheses or creative options, relevant to one or more of the major fields in a discipline;</li> </ol> <p>d. A developed, detailed knowledge of and experience in research in an area of the discipline;</p> <p>e. Developed critical thinking and analytical skills inside and outside the discipline;</p> <p>f. The ability to apply learning from one or more areas outside the discipline.</p>	<p>Annotate</p> <p>Bookmark</p> <p>Compare</p> <p>Contrast</p> <p>Convert</p> <p>Correlate</p> <p>Define</p> <p>Describe</p> <p>Differentiate</p> <p>Distinguish</p> <p>Exhibit</p> <p>Explain</p> <p>Identify</p> <p>Illustrate</p> <p>Induce</p> <p>Interpret</p> <p>List</p> <p>Paraphrase</p> <p>Provide metaphors</p> <p>Restate</p> <p>Review</p> <p>Select</p> <p>Sort</p> <p>Summarize</p> <p>Tag</p>	<p>Using terminology of the field</p> <p>Describing taxonomies used in the field</p> <p>Defining terms</p> <p>Summarizing historical aspects</p> <p>Identifying key ingredients, elements, structures or equipment</p> <p>Explaining theoretical frameworks</p> <p>Discussing key figures and contributions to the field</p> <p>Relating socio-political factors affecting issues</p> <p>Paraphrasing major research highlights</p> <p>Differentiating between various theories</p> <p>Explaining current events and their significance</p>
2	Conceptual & Methodological Awareness/ Research and Scholarship	<p>An understanding of methods of enquiry or creative activity, or both, in their primary area of study that enables the student to:</p> <p>a. Evaluate the appropriateness of different approaches to solving problems using well established ideas and techniques;</p> <p>b. Devise and sustain arguments or solve problems using these methods;</p> <p>c. Describe and comment upon particular aspects of current research or equivalent advanced scholarship.</p>	<p>Analyze (sources)</p> <p>Appraise</p> <p>Assemble</p> <p>Categorize</p> <p>Collect</p> <p>Compare</p> <p>Compose</p> <p>Conceptualize</p> <p>Conduct Boolean Search</p> <p>Contrast</p> <p>Cooperate</p> <p>Crack</p> <p>Create (a plan or method)</p> <p>Devise</p> <p>Diagram</p> <p>Distribute</p> <p>Employ</p> <p>Estimate</p> <p>Experiment</p> <p>Follow (steps)</p> <p>Highlight</p> <p>Hypothesize</p> <p>Initiate</p> <p>Link</p> <p>Manage</p> <p>Monitor</p> <p>Operate (CLICK FOR MORE)</p>	<p>Using equipment</p> <p>Employing a system or framework</p> <p>Outlining research methods</p> <p>Using formulae</p> <p>Estimating budgets and timelines</p> <p>Organizing a schedule</p> <p>Preparing a work plan</p> <p>Sorting priorities</p> <p>Diagramming a procedure</p> <p>Seeking guidance and information from appropriate sources</p>
3	Application of Knowledge	<p>a. The ability to review, present and critically evaluate quantitative and qualitative information to:</p> <ol style="list-style-type: none"> <li>develop lines of argument;</li> <li>make sound judgements in accordance with the major theories, concepts and methods of the subject(s) of study;</li> <li>apply underlying concepts, principles, and techniques of analysis, both within and outside the discipline;</li> <li>where appropriate, use this knowledge in the creative process;</li> </ol> <p>b. The ability to use a basic range of established techniques to:</p> <ol style="list-style-type: none"> <li>initiate and undertake critical evaluation of arguments, assumptions, abstract concepts and information;</li> <li>propose solutions;</li> <li>frame appropriate questions for the purpose of solving a problem;</li> <li>solve a problem or create a new work;</li> </ol> <p>c. The ability to make use of scholarly reviews and primary sources.</p>	<p>Adapt</p> <p>Analyze</p> <p>Assume role</p> <p>Blog</p> <p>Broadcast</p> <p>Build</p> <p>Compose</p> <p>Construct</p> <p>Create</p> <p>Create Analogies</p> <p>Criticize</p> <p>Critique</p> <p>Customize</p> <p>Demonstrate ( a skill)</p> <p>Design</p> <p>Detect</p> <p>Determine</p> <p>Develop</p> <p>Direct</p> <p>Dramatize</p> <p>Edit</p> <p>Employ</p> <p>Evaluate</p> <p>Execute</p> <p>Experiment</p> <p>Formulate</p> <p>Explicate (CLICK FOR MORE)</p>	<p>Analyzing issues</p> <p>Synthesizing information</p> <p>Creating a product</p> <p>Applying a theoretical construct</p> <p>Adapting a concept</p> <p>Solving complex problems</p> <p>Critiquing arguments</p> <p>Designing media</p> <p>Creating an experience</p> <p>Composing a business or artistic plan</p> <p>Constructing a model / analogy / metaphor</p> <p>Implementing a protocol or procedure</p> <p>Adapting a recipe</p> <p>Asking probing and insightful questions</p> <p>Generating solutions</p> <p>Interpreting data sets</p> <p>Formulating a justifying an opinion</p> <p>Customize a program or plan</p> <p>Improve upon a known procedure</p> <p>Organize and run an event</p> <p>Role-play a scenario</p> <p>Draw conclusions</p> <p>Infer insights</p> <p>Determining relevant factors</p> <p>Exerting influence</p>

4	Communication Skills	The ability to communicate information, arguments and analysis accurately and reliably, orally and in writing, to specialist and non-specialist audiences using structured and coherent arguments, and, where appropriate, informed by key concepts and techniques of the discipline.	Argue Articulate Ask Blog Brainstorm Caption Cite Communicate Conclude Conference Contribute Converse Critique Decide Defend Develop arguments Devise Discuss Display Document Draft Draw Edit Email Employ grammatical conventions Express (CLICK FOR MORE) Facilitate	Reading and interpreting a set of instructions Writing a memoir Listening empathically Speaking to a visitor Presenting an idea Instructing a group Coaching a peer Contributing to a group blog Critiquing an idea, formula, presentation Debating a contentious topic Emailing a workplace Writing a business report Preparing an application Developing a résumé grant writing Blogging an opinion Creating digital content Photographing an artifact Drawing a process Captioning a photograph Writing recipes Annotating a reading list Writing recommendations Creating and delivering visual and oral presentations Storytelling through a photo essay Participating in a webinar Asking probing questions (CLICK FOR MORE)
5	Awareness of Limits of Knowledge	An understanding of the limits to their own knowledge and ability, and an appreciation of the uncertainty, ambiguity and limits to knowledge and how this might influence analysis and interpretations.	Analyse Appraise Ask Critique Defend Evaluate Explicate Generate questions Hypothesize Identify gaps Identify next steps Inquire Interpret Invite feedback Judge Justify Plan Plan Question Realize Recognize Reflect ( and tell) Revise Select Self-assess Self-monitor Support (CLICK FOR MORE)	Asking probing questions Articulating what was learned and through what process Assessing own learning style, strengths and needs Planning next steps in learning Identifying areas in need of investigation Self-assessing own contribution to a group project Reflecting on the limits of theoretical explanatory powers Defining scope of practice Seeking lifelong learning opportunities Making a professional development plan Justifying choices with consideration to other possibilities Discussing many sides of an argument Initiating a search for further information or opportunities Recommending competencies and contributions of self and others Measuring and documenting growth and change
6	Professional Capacity/Autonomy	a. The qualities and transferable skills necessary for further study, employment, community involvement and other activities requiring: i. the exercise of initiative, personal responsibility and accountability in both personal and group contexts; ii. working reflectively with others; iii. decision-making in complex contexts; b. The ability to manage their own learning in changing circumstances, both within and outside the discipline and to select an appropriate program of further study; c. Behaviour consistent with academic integrity and social responsibility.	Accept (responsibility) Accomplish Account for Achieve goals Adhere Authenticate Characterize Collaborate Cooperate Decide (ethically) Embody Habituate Improvise Influence Initiate Integrate Involve Lead Maintain Manage Meet deadlines Model Plan Relate Resolve Seek Set goals (CLICK FOR MORE)	Cooperating and collaborating in teams Resolving conflicts Making selections and decisions Showing initiative Integrating diverse opinions Respecting cultural differences Acting ethically Managing time effectively Creating a professional portfolio Conducting activities according to standards and regulations Planning for on-going learning Reporting team contributions fairly and accurately Seeking and accepting advice and counsel Leading teams Assessing best practices Applying decision-making processes Accounting for team dynamics Improvising solutions

**ADHOC PAC MEETING MINUTES**  
**PROPOSED HONOURS BACHELOR OF SOCIAL SCIENCE - ADDICTIONS AND MENTAL HEALTH**

April 13, 2018, 2:00 – 5:00 pm  
Humber College – Lakeshore Campus, Room L3002/3005

**Attendance:**

**External Representatives:**

- Sharon Aschaiek - Principal, Higher Ed Communications; Member, Professional Writing and Communications PAC
- Jackie DeSousa, Director of Strategic Communications, City of Toronto; Member, Professional Writing and Communications PAC.
- Jackie Kaiser, President, Westwood Creative Artists

Regrets: Don Gilmour, Megan Borner, Jackie Kaiser, Iris Tupholme, Gillian Turnbull, Steve Bellamy

**Humber Representatives:**

*School of Liberal Arts and Science*

- Stephen Allen, Acting Associate Dean, Department of English
- Paula Gouveia, Dean School of Liberal Arts and Science
- Joe Kertes, Consultant, former Dean, School of Liberal Arts and Science

*School of Creative and Performing Arts*

- Andrew Scott, Associate Dean, School of Creative and Performing Arts

*Program Planning, Development and Renewal*

- Kelly O'Neill, Dean
  - Erin Gray, Program Development Consultant
- 

**Welcome and Introductions: Paula Gouveia**

- Programming for students with a love of words and effective communication
- Reviewed longstanding history of Humber's departments of English and the School for Writers supporting that Humber is well positioned to offer this degree program
- Review of the Ontario Graduate Certificate in Professional Writing and Communications, like this program we will be taking the skills to the students, skills that are valued by industry, introducing new tools that come into play.
- A long relationship with SCAPA, LAS is happy to collaborate on this new degree.

**Synopsis of the Program Development Process: Kelly O'Neill**

- Emphasis on regulation with respect to degree development
- Overview of 9 step internal process at Humber
- Future focused – looking at developing learning outcomes that stand the test of time.
- Work integrated learning - 420 hour requirement for work integrated learning for all degrees. In addition to traditional work placements, take the Center for Entrepreneurship option to contribute to those hours.

- Question: Where does government approval come in? Board of Governors approval allows us to submit to government. Approval process includes external review process.
- Fall 2019 for approval. Fall 2021 is the target date for launch.

### Overview of the proposed program: Joe Kertes

- Review of the Creative Writing program at Humber. Its first offering was in 1992, the first summer saw a stunning list of people/writers who came to participate; since that time the writing workshop is still going. We found that people were coming back who have been out working as professionals in other areas – returning to school to learn how to be creative writers. The demographic of students who were showing interest in the program wanted something more substantial, more than just a chapter or poem etc., so the post-graduate certificate is a full academic year which satisfied the need for more time to work on something they have started and need to finish
- Review of the correspondence program. These students don't want a credential, just want some guidance for publishing etc.
- One demographic we have never reached is the high school graduate. Writing craft students don't know where to go, so if we are offering creative writing AND professional writing – skill that can be applied in a vast range of circumstances, appealing to parents also!
- Creative writing programs? UBC for the longest time was the only one, now at least 25 degrees and over 600 post-secondary programs in creative writing. Creative writing is now outpacing study of English, a large market for them. More a market than a need. York has Bachelor of Arts in English, with a minor in creative writing. UofT minor in creative writing (also within an English degree), Sheridan College – Creative Writing and Publishing degree program

### Workshopping the concepts: All

- Stephen indicates the need to consult with PAC members beyond this meeting as the degree takes shape
- Looking at the learning outcomes first. Do these resonate with you? Are we missing anything?

### Proposed Learning Outcomes

#### ***Upon successful completion of the program, students will***

- *identify and understand a variety of forms of writing (prose, poetry, script, new media, etc.)*
- *analyze and understand best examples of forms of writing (prose, poetry, script, new media, etc.)*
- *identify and explore elements of “storytelling” as they relate to professional writing (including annual reports, technical writing, etc.)*
- *identify and understand a variety of forms of professional writing (articles, reviews, blog posts, reports, studies, etc.)*
- *identify and understand standard structures and formatting for a wide variety of professional writing applications*
- *create and compose short forms of professional writing suitable for a wide variety of audiences, editors and customers*

- *become familiar with a wide variety of creative and professional writers' **styles and voices** in order to develop their own voice*
- *practice and **compose** short pieces of writing in all forms (prose, poetry, script, new media)*
- *identify, understand and apply components of **good writing** (narrative voice, character, point-of-view, use of dialogue, use of exposition, pace, conflict, arc of action)*
- *analyze and **critique** the work of their peers as to their strengths and shortcomings as they relate to the components of good writing (narrative voice, character, point-of-view, use of dialogue, use of exposition, pace, conflict, arc of action)*
- ***revise** their own work according to the analysis and constructive commentary offered by peers and the professor in workshop classes*
- *identify, analyze and **compose shorter works of creative non-fiction** (memoir, autobiography, opinion piece, column, blog post, other new media)*
- *compose a **longer work in a preferred genre** (novel, short stories, creative non-fiction, volume of poetry, play, screenplay, scripts for new media) under the supervision of a professor*
- ***explore publishing markets** with a view to placing a combination of the shorter works and long work*
- *analyze and understand terms and conditions of **publishing contracts** presented to writers from trade publishers and periodicals, as well as e-publishers*
- *analyze and understand the value of literary agents, literary packagers and film and TV agents, and understand and analyze **contracts presented by agents to writers***
- *understand the fundamental **elements of freelancing**, including how to establish a freelance business, how to market the business, how to keep accounts, etc.*
- *identify, analyze and understand the variety of **electronic media applications***
- *create and compose and edit a platform and portfolio suitable to a variety of **social media***
- *identify, understand and create media **strategies** for a wide variety of applications, using written, oral, audio-visual and web-based formats*

### **PAC Member Feedback on PLOs above**

- Entrepreneurial skills are the most important
- These are all creative types of writing; do all students have to do this?
- Ideas from the PAC regarding other types of professional writing students should be able to complete
  - market reports
  - strategy reports
  - donor reports
  - Speech writing
  - writing for senior businesspeople and/or government officials,
  -
- Can there be an entrepreneurial flavour to these outcomes? for example; creating their own professional content (e.g. blogging on their own platform for health and nutrition)
- Feedback from PAC: Would be a great idea to let students chose at the point of the Capstone Project whether they want to do a creative or professional writing piece, however everyone needs to do both creative and professional work throughout the program.
- Editing is very important to include in courses and in the PLOs. Why? Magazines/newspapers – very dramatic over the last couple years is the absence of

the editor in the publishing world, too busy doing other things, happening in journalism also, proofreading is cut, so the student really needs to edit themselves.

- Freelance editors are being hired now in place of the in-house editor
- Writers are expected to come with a platform or know how to develop it (book publishing side)
- Marketing and social media is hugely important if you are going to be a writer (fluency with it and knowledge of the importance of it) – you will not be read if you don't have that marketing and social media component – entrepreneurial approach to the social media aspect is very important also, fluent in the right platforms for the organization you work for
- Ability to self-edit and self-market
- Ability to understand the opportunity in the marketplace professionally or creatively, the days of the writer working from home and coming up with something people fall in love with. Understanding the market
- Branding yourself – need to know how to sell yourself, people are making a name for themselves on social media first, then they are getting their jobs.
- Jonathan Goldsby (check it out), self-promotion, social media, writing background pieces, fact sheets, news releases, weaving in the visual piece (Quick hits), must think in that multimedia, multimodality, quiriness, engaging, connecting with audience
- Versatile, generalists
- Connecting with your reader
- Having honest conversations about other people's work
- Core skills of English language, grammar, punctuation, syntax, (fundamentals of language). Fundamentals of English language is very important
- Students need to know what are the different types of writing, Marketplace essentials? Markets and audiences? Understanding professional, internal, external, government, etc.
- Understand the publishing business... similarly they need to understand the business, how to identify the market you are writing for?
- PROFESSIONAL SKILLS, collaboration, teamwork, time management, organization, essential employability skills, life skills
- The business of writing, when to follow up with an editor, filing on time,
- Is there any capacity to do a minor?
- What would be useful in addition is some design skills, graphic design, desktop publishing, would fit well with the social media
- Students would benefit from a breadth elective course in psychology
- PAC recognizes that this program is not journalism, but it may be helpful for students to understanding the basics of what it means to write for journalistic purposes. (Humber has a newspaper, etcetera and Humber Today – corporate paper) understand the audience, opinion vs reporting.
- Some PAC members agree that students should learn the fundamentals of reporting. Perhaps part of an Introduction to Professional Writing course would include a module in journalism. However, the PAC is divided on this. Lines are blurring between professional writing and journalism. Journalism students generally want to be in front of the camera, YouTube etc. not the writing focus that is in this degree.



Include journalistic venues for types of writing the students can do. Journalism is a huge world and writing is a small part of it.

- On the professional writing side – students should spend some time getting to know about advertising, media relations, PR etc. Public relations (external vs internal communications) have different skill sets – a bucket called strategic communications may include these topics. Students should have the opportunity to sit with content strategists, media relations, PR and collaborate.
- A lot of these people will be self-employed. Newspapers will not hire these people.

## BUCKET EXERCISE

The PAC was asked to place key skills and attributes into buckets to try to tease out potential courses or themes in the proposed program. Below is a summary of their work. Bolded buckets are where a lot of time and focused energy was spent.

- **EDITING** - Edit for clarity, so writing can be market ready using proper English language, your own work and the work of others, in order to communicate clearly for desired length, ready to publish (copy editing, stylistic editing, proofreading, substantive editing, etc.). Different kinds of editing
- **ART OF PERSUISION** Promote own skills and work to define and build an audience and readership. Market self and work including banding and knowing your voice, marketing self and others work. Understand the market for your work. Where do you sell your work, the marketplace for your writing? Landscape survey.
- **ENTREPRENEURIAL SKILLS** - Entrepreneurial approach – setting up a business understanding markets, how do I continually identify the markets for writing, negotiating pay, setting up your office. Identify and assess opportunities for writing, professionally conduct meeting, professionally present your ideas, professional emails. Presentation skills, pitching your work in a good way. Effective proposals fort their work. How do you pitch it? Marketplace essentials, market opportunity, the business of writing. Branding and marketing yourself.
- **CONDUCT RESEARCH** Knowing your audience, research piece, Marketplace essentials, for creative and professional writing
- **DEFINE WRITING PRODUCTS** Mechanics, what makes a short story, fundamental understanding of both; speech writing, corporate reports. Contemporary voices in writing. Fiction and non-fiction. Professional Writing.
- **COMMUNICATE VISUALLY** - Visual communication - social media, graphic design, website design, word quantity is shrinking, need the visual. Design, technological, interactive, multimedia, multimodal
- **WRITING SKILLS:** Craft of writing, fundamentals of language, mechanics, style tone, grammar and syntax. Theories or methods. Write and assess/analyze/critique. Create and critique creative work.
- **COLLABORATION:** Relationship building skills, professionalism
- **STORYTELLING** – multimodal storytelling, emerging platforms for writers, outlining, story-blocking
- **CREATIVE THINKING**
- **READING CRITICALLY**

## Meeting Adjourned

- PAC members thanked for attending and contributing to the conversation.
- Next Meeting: Virtual consultation with PAC members

**ADHOC Virtual PAC Consultation Notes**  
**PROPOSED HONOURS BACHELOR OF CREATIVE AND PROFESSIONAL WRITING**

Virtual Asynchronous Feedback  
May 2019

**PARTICIPANTS:**

**External Representatives:**

- Don Gilmour, writer and advisor
- Jackie DeSousa, Director, Corporate Communications, Ontario Power Generation
- Sharon Aschaiek, Principal, Higher Ed Communications
- Jackie Kaiser, President and COO, Westwood Creative Artists
- Iris Tupholme, SVP and Executive Publisher, Harper Collins Canada
- Gillian Turnbull, Freelance Writer, Editor and Educator

**REVIEW BY HUMBER REPRESENTATIVES:**

**Humber Representatives:**

*Faculty of Media and Creative Arts*

- *Andrew Scott, Associate Dean*

*Faculty of Liberal Arts & Sciences and Innovative Learning*

- *Stephen Acting Associate Dean*

*Program Planning, Development and Renewal*

- *Erin Gray, Program Development Consultant*

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## Virtual Consultation Summary

The PAC members were invited to respond to the program proposal which is outlined below. PAC members were asked to review the program proposal and provide feedback on courses, course sequence, course descriptions, program learning outcomes and work integrated learning.

## Highlights - PAC insights informing program curriculum

The need for media skills was evident in the PAC feedback from last year. A decision was made to align this degree with the media degree common platform with Journalism, Digital Communication and Public Relations degrees. This collaborative approach will see students learning across disciplines and introduces them to important visual communication skills that are not evident in other creative and professional writing programs. In addition, the following highlights will be evident in the new revised PLOs and courses in the new degree.

- Entrepreneurial skills will be promoted throughout Years 2-4 of the program
  - Course in “Business of Writing” to support students in their entrepreneurial work

- Students will have opportunity to work on real project through Humber's evolving COIs
- Vital skills in reading and editing woven into the PLOs and come to life in the courses;
  - Reading to Write
  - Writers as Readers
  - Writing Process: Editing
- Social media writing was emphasized by PAC members. Students will take 3 courses that are scaffolded to build competency in writing across many platforms in addition to storytelling focus.

## Excerpts from program proposal

### Program History

For decades Humber has been regarded as a great center for creative writing. The Humber School for Writers has featured among its visiting faculty some of the best-known writers in English, including Margaret Atwood, Carol Shields, Timothy Findley, Mordecai Richler, Martin Amis, Peter Carey, Roddy Doyle and Edward Albee, to name a few. Some 500 of our graduates from the summer workshop and graduate correspondence program have gone on to publish books, some of which have won the Giller Prize, the Governor General's Literary Award, the Trillium Award and other great honours.

Humber has enhanced the offerings of The Humber School for Writers by adding a graduate certificate in Professional Writing and Communications, based in the Faculty of Liberal Arts & Sciences and Innovative Learning. This program provides students with the core practical and transferable skills they will be expected to employ in a wide variety of professional writing and communications sectors.

In the spring of 2014, faculty members from Faculty of Liberal Arts & Sciences and Innovative Learning's Department of English launched the highly regarded literary and arts magazine, *The Humber Literary Review (HLR)*. *The HLR* has published original works by some of the country's most lauded writers and artists: Billy-Ray Belcourt, Douglas Coupland, Cherie Dimaline, Liz Howard, Karen Solie, Kate Beaton, Kim Dorland, Mariko Tamaki, and Travis Shilling. The magazine has also featured interviews with celebrated writers such as David Chariandy, Emma Donoghue, Sheila Heti, Wab Kinew, Eden Robinson, Mariam Toews, Patrick DeWitt, and more. *HLR* is also devoted to showcasing emerging writers and featuring diverse voices and experiences.

We plan to leverage the expertise of the Faculty of Media & Creative Arts and the Faculty of Liberal Arts & Sciences and Innovative Learning to offer an innovative, interdisciplinary honours bachelor's degree in Creative and Professional Writing (BCPW). The program would reflect Humber's commitment as a leader in polytechnic education to developing programs that provide students with both an applied *and* liberal arts education. It would also align with the province's focus on supporting arts and culture while contributing to continued economic development and entrepreneurship.

### Program Overview

Unlike existing programs at Humber, this proposed degree is intended for promising young writers who seek to develop their craft in the creation of fiction, nonfiction, poetry and/or scripts, while honing their

skills in professional writing. As demonstrated by the increasing enrolment in secondary courses focused on creative writing—specifically Writer’s Craft, EWC 4C and EWC 4U—there is significant interest in creative writing amongst secondary students. This interest in the development of writing skills extends into the tertiary system. This is a market we have not yet tried but one where other institutions, especially in the U.S. and the U.K., have seen consistent growth.

Unlike graduates of traditional programs that focus solely on creative writing, graduates of Humber’s BCPW program will emerge from the program with the skills necessary to lead both artistic and practical lives in the field of applied communication. Such writers are highly employable and adaptable.

The curriculum of this program will be shared between the Faculty of Media & Creative Arts and the Faculty of Liberal Arts & Sciences and Innovative Learning; where possible, it will also leverage existing curriculum from our Faculty of Business. In order to offer students choice and flexibility, the BCPW program will share a common first-year platform of Communication courses with the Faculty of Media & Creative Arts’ Honours Bachelor of Journalism, Honours Bachelor of Public Relations, and Honours Bachelor of Digital Communications degree programs. This common platform allows students the time to explore and decide on a career path while they gain insight into the fundamentals of writing and communications. Students will acquire core skills in visual communication, multiplatform storytelling, presentation, and editing—all of which are increasingly integral to a successful career in creative and professional writing. An Introduction to Creative Writing course in the first semester, and one of two writing workshops in the second semester serve to anchor the first-year experience, while the common platform offerings open up multiple pathways for students.

Throughout the program, courses range from creative writing workshops, to the study of literature as it relates to craft, form, and genre, to writing for new media, to professional writing applications, to the business of writing (marketing and advertising, freelance and self-employment, entrepreneurship). The program’s Community Engagement through the Arts course highlights the leadership role writers can play in community building and social change and demonstrates meaningful engagement in public service as an artist-educator. This course prepares students for valuable work-integrated learning experiences that will be made available to them both on campus and through external partners such as Story Planet, a non-profit organization that empowers young Torontonians from under-resourced communities to make and share their stories.

Students in the BCPW program will be offered a broad range of experiential learning opportunities: e.g., through serving as an editor, proof-reader, social media manager, or designer for the program’s student-run literary and arts magazine, *Arrival*. These professional skills will be further refined through paid work placements. The program will leverage existing partnerships with communications and marketing firms, departments in both public and private sectors, literary agencies, publishing houses and more to provide students with opportunities to further refine their writing skills.

The program will culminate in an independent study/major project (a draft of a full manuscript or play/film script) that can be showcased in our own online literary and art magazine *Arrival* or *The Humber*

*Literary Review*, and/or submitted for publication to Humber Press, further enhancing the reputation of the College as a leader in creative writing.

In the past several years, the study of creative writing has outpaced the study of English at U.S. universities. In Canada, U.B.C. and the U. of Calgary, for instance, now offer B.F.A., M.F.A. and Ph.D. programs in creative writing. No Ontario college or university offers a degree of the kind we're proposing. Degrees in English and Professional Writing exist as standalone programs (York University), as do fine arts degrees in Creative Writing (University of Guelph - MFA). The only degree that attempts to marry the creative art of writing with practical, vocational skills is Sheridan's Baccalaureate in Creative Writing and Publishing (2014 launch), a program that receives approximately 60 applications per year. The Sheridan program curriculum is weighted heavily toward providing graduates with publishing industry training as opposed to writing skills. Our program, with its focus on creative and professional writing, will be fully adaptable to a variety of industries and will position our graduates for immediate and continued success

### Course Schedule – Bachelor of Creative and Professional Writing

Year	Fall Semester Courses	Winter Semester Courses
<b>1</b> <b>Common Platform Year</b>	<ul style="list-style-type: none"> <li>• Writing Fundamentals</li> <li>• Photography Fundamentals</li> <li>• Social and Digital Media</li> <li>• Introduction to Creative &amp; Professional Writing</li> <li>• Degree Breadth Elective</li> </ul>	<ul style="list-style-type: none"> <li>• Writing to Deadline</li> <li>• Video and Audio Production</li> <li>• Multi-platform Storytelling</li> <li>• Communications Law and Ethics</li> <li>• Discipline Elective</li> </ul>
<b>2</b>	<ul style="list-style-type: none"> <li>• Creative Writing 1</li> <li>• Creative Lab 1</li> <li>• Community Engagement through the Arts</li> <li>• Reading to Write</li> <li>• Multimedia Design</li> <li>• Degree Breadth Elective</li> </ul>	<ul style="list-style-type: none"> <li>• Creative Writing 2</li> <li>• Creative Lab 2</li> <li>• Writing in the Digital Age 1</li> <li>• Writers as Researchers</li> <li>• Breadth Elective</li> </ul>
<b>3</b>	<ul style="list-style-type: none"> <li>• Creative Writing 3</li> <li>• Writing Process: Editing</li> <li>• Writers as Readers: Emerging Voices</li> <li>• Breadth Elective</li> <li>• Discipline Elective</li> </ul>	<ul style="list-style-type: none"> <li>• Creative Writing 4</li> <li>• Writing in the Digital Age 2</li> <li>• Project Management</li> <li>• Breadth Elective</li> <li>• Discipline Elective</li> </ul>
<b>4</b>	<ul style="list-style-type: none"> <li>• Capstone Seminar</li> <li>• Arts Management</li> <li>• Strategic Writing</li> <li>• Breadth Elective</li> <li>• Discipline Elective</li> </ul>	<ul style="list-style-type: none"> <li>• Capstone</li> <li>• Business of Writing</li> <li>• Portfolio</li> <li>• Breadth Elective</li> <li>• Discipline Elective</li> </ul>

## Course Descriptions

[PAC members were provided with full course descriptions for all courses including core, mandatory breadth and discipline elective courses for review]

### BCPW: Work-integrated Learning Experience

To fulfill our program's mandate in providing relevant, employable training in the fields of creative and professional writing, our program includes a work-integrated learning experience that exposes students to the expectations and best practices of the literary and professional writing industries. The work-integrated learning experience will provide students with practical, hands-on experience that will situate them as career-ready citizens upon graduation from this unique program. Furthermore, as a result of this training, our students will establish crucial contacts and relationships with key companies and industry professionals.

Students accumulate the equivalent of 14 weeks (420 hours) of employment during semesters 2 through 7 by documenting part-time work experience such as planning and leading writing workshops for organizations like Story Planet, collaborating with small business clients to write copy for websites and branding purposes, editing and proofreading documents for publication, designing, editing and marketing an online, student-run literary and arts magazine, creating social media campaigns to promote student-publication initiatives, and performing or organizing literary readings. Throughout the duration of this process, Humber will assist students in the development of professional-level entrepreneurial, marketing, and communication skills.

In order to offer both flexibility and versatility to learners, one of four paths can be followed in order to complete the 420 hours of experiential learning:

1. work-integrated learning experience (420 hours)
2. work-integrated learning experience (210 hours); plus, traditional work /internship placement (time period variable/210 hours)

*OR*

3. full-time traditional work/internship placement (approximately 12 weeks/420 hours)
4. part-time traditional work/internship placement (time-period variable/approximately 24 weeks/420 hours)

This approach benefits the student threefold: by providing greater flexibility and fairness for the student; presenting greater breadth of exposure to the different jobs in the field; and offering a more accurate reflection of the contemporary writing industry.

While students will be offered many work-integrated opportunities here at Humber College, students will also be encouraged to find external work placements that align with their own career interests and aspirations.

## Summary: PLO and Course Sequencing Feedback from BCPW PAC

In June/July 2018 a survey was distributed to the 8 Ad-HOC PAC members of the proposed Bachelor of Creative and Professional Writing PAC to gather feedback on the program learning outcomes and the schedule of study for the program. Responses were received from 5 of the 8 members.

### Feedback on Program Learning Outcomes:

All survey respondents support the proposed program learning outcomes.

Respondent's comments indicate that the PLOs represent comprehensive learning that is relevant and recognizes the evolving marketplace for students interested in a career working for an organization or as a freelance writer in both creative and professional writing.

One respondent suggested PLO#1 be revised to include, "reflection on the writers' self-awareness of their identity [including bias] and influence on their craft"

Another respondent suggested adding a PLO related to understanding. "... the current employment landscape for creative and professional writing and how to pursue opportunities at ad agencies, media sites/publications, the communications departments of companies, and as a self-employed writer."

The same respondent also suggested adding, "photographers and other writers" to the list in PLO #9 which currently reads;

*Collaborate interprofessionally with designers, publishers, editors, marketing and advertising professionals in order to undertake and complete projects in creative and professional writing*

### Feedback on Schedule of Study

4 out of 5 of respondents commented that the sequencing is logical. One responded commented that it is difficult to assess without knowing the content of each course but, "...generally, it looks like all the important ground is being covered, and in the right order."

Questions/comments raised by respondents in this section include:

- Will there be an editorial component to many the writing courses so that students will have an opportunity to develop their editorial skills throughout the program and not just in the discipline elective?
- There are no research courses in Semesters 5 and 6, is this intentional?
- Is the title, "Writing in the Digital Age" outdated considering most writing these days is for digital contexts?
- Will the two Business of Writing courses cover self-employment?
- Should the number of winter and fall discipline electives be even?
- Will a proposed discipline elective called, "Writing for Hire" have significant overlap with other courses?
- Suggestion to add a discipline elective in blog and social media writing. A writing skill that is very much in-demand.

### Suggestions of valuable learning experiences

- Both short and long pieces of writing (a short story VS play for the creative stream; a backgrounder or speech VS a detailed press release for the professional stream)
- Internship at a magazine to experience, "...how the sausage is made, providing insight into the real politic among writers, editors and publishers"



- Experience in which students understand the influence their identity has on all aspects of their craft e.g. their products, process, message, collaboration
- Writing assignments with real-world inspiration and parameters, e.g. length, timeline, format
- Writing published by media outlets
- Regular blogging to build a portfolio and demonstrate expertise
- Participate in networking events for professional writers/communicators
- Complete a writing project for an industry partner

#### Suggestions of meaningful work integrated learning opportunities

Respondents indicated value in student placements with;

- Publishers, book publishers
- Creative agency
- Literary agency
- Professional magazine publishers
- Government, non-profit or private organizations in departments where work is related to writing and publishing (e.g. marketing or advertising departments)
- Advertising agency
- Political campaign
- Media outlets
- Communications firms
- Arts Festivals

## CALL FOR SUPPORT:

### Support Statement 1:

“The proposed Honours Baccalaureate Degree in Creative and Professional Writing meets or exceeds the requirements of the field of study and/or practice.”

### Response:

Statement supported Unanimously

### Support Statement 2:

“Humber should seek approval from the Board of Governors to offer a 4-year Honours Bachelor of Creative and Professional Writing program.”

### Response:

Statement supported Unanimously

## **PROGRAM ADVISORY COMMITTEE MEMBERSHIP:**

Humber is looking for members of this AdHoc PAC to volunteer for a permanent PAC should this degree be approved for implementation. Time commitment: PAC's generally meet twice per year. Humber also hosts Super PACs where all PACs are convened at the same time. An invitation to join the PAC will come from the President's Office.

## Humber Libraries Collection Assessment: Honours Bachelor of Creative and Professional Writing

### I. Library Support for the Degree Program: Summary

This document presents an assessment of Humber Libraries' collection with regards to the proposed Honours Bachelor of Creative and Professional Writing program. The existing library collection (including books, ebooks, print and electronic journals/magazines and databases) supports the degree, and offers a substantial number of resources required by the core program courses.

The table below summarizes the number of print and online resources in Humber Libraries collection, found within the library catalogue, that directly support creative and professional writing. This table includes perpetual access ebooks but does not include subscription packages, due to the shifting content of these resources.

	<i>Number of Holdings</i>		
<b>Library resources relevant to program subject areas</b>	Books/Monographs	North	5627
		Lakeshore	3184
		Orangeville	21
		ebooks	287
		<b>Total</b>	<b>9119</b>
	Core Journals & Magazines (Electronic)	90	
	Core Journals (Print)	4	
	Core Databases	27	
<b>Other Library Access</b>	Interlibrary loan support Direct borrowers agreement WorldShare Interlibrary Loan		

### II. Book Collection (print and online)

In total, Humber Libraries has 119,123 print books in its collection: 86,116 at the North campus, 32,332 at the Lakeshore campus, and 67 at the Orangeville campus. In addition to print books, Humber Libraries provides access to nearly four million ebooks (3,825,192). Most of the four million ebooks are available through consortia

subscriptions seamlessly accessible via our library's Discover search. To supplement these subscriptions and ensure continuing access to core titles, Humber Libraries buys perpetual access licenses for core subject area titles.

Appendix A contains two analyses that demonstrate book / ebook collections which best map to core courses in the Bachelor of Creative and Professional Writing program:

- a) An inventory of our general literature collection using the library's Discover search to designate combined print and ebook holdings and subscriptions
- b) An analysis of our print collection by call number range.

As shown in Appendix A, the Library's collection is comprehensive with respect to the core subject areas of the degree, with ample numbers of resources in creative fiction and non-fiction, poetry, plays and the writer's craft. Some of the more specific electives will require additional titles in order to provide a greater depth of resources, particularly in print.

Based on book prices over the past seven years, the average cost of a book in the subject areas mentioned is \$39.86. In order to address the collection issues noted above and to update the collection on an annual basis, the following book budget is recommended:

- a) One time commitment: \$3,900 (100 books, \$39 per book) to address any collection gaps and increase the ebook collection.
- b) Annual commitment: \$2,000 for print books and ebooks. The annual cost of journal and database subscriptions will be absorbed by the Library's existing collections budget.

### **III. Periodicals: Print and Electronic**

Humber Libraries has access to over 79,143 ejournals (electronic journals) and over 194 print subscriptions between the North and Lakeshore campus libraries. Full-text e-journals are included in many of the Library's database subscriptions.

Appendix B contains a list of the 90 ejournals and 4 print journal in the Library's holdings on topics covered by the courses in the Honours Bachelor of Creative and Professional Writing program.

### **IV. Databases**

Core databases, ebook collections and journal collections to support the Honours Bachelor of Creative and Professional Writing program:

#### **Academic OneFile**

Access more than 14,000 journal, newspaper and magazine titles, including 9,000 peer-reviewed journals, covering a wide variety of topics. Includes the full text of The New York Times from 1985 to the present.

**Academic Search Complete**

A comprehensive multi-disciplinary database that includes thousands of journal titles.

**Art & Architecture Source**

Provides access to a broad range of articles on art related subjects, from fine, decorative and commercial art, to various areas of architecture and architectural design.

**ARTstor**

Includes 500,000 images of paintings, sculpture, decorative arts, photography, architecture, garden and landscapes, maps, fashion, costumes and jewellery.

**Canadian Book Review Annual**

This is a searchable database that provides access to reviews of Canadian-authored publications, including scholarly, reference and trade material.

**Canadian Newsstream (Formerly Canadian Major Dailies)**

Offers access to the full text of nearly 300 newspapers published in Canada, including the Toronto Star and the Globe and Mail.

**Canadian Oxford Dictionary**

Combines coverage of international English with information on English as it is particularly used in Canada. Definitions are presented so that the meaning most familiar to Canadians appear first.

**Canadian Reference Centre**

Provides full text access to 150 Canadian journals, magazines, newspapers & newswires, reference books, and company information plus over 400 international periodicals.

**Canadian Subsidy Directory**

With information on more than 3,000 sources of financing and government programs, the Canadian Subsidy Directory is an ideal source for anyone searching for Canadian grants, loans and government programs.

**CisionPoint**

Provides media company contacts for mailing lists. Access is restricted to current Humber students, faculty and staff. Log-in information (3 user limit) is available at the Research Desk.

**Communications and Mass Media Complete**

Offers full text articles for over 200 journals in the fields of communication and mass media studies.

**CPI.Q**

Covers about 1.8 million articles from nearly 700 Canadian journals and magazines.

**Film Scripts Online**

This collection contains over 1,100 scripts and makes available, for the first time, accurate and authorized versions of copyrighted screenplays.

**Fine Arts & Music Collection**

Provides access to more than 5 million articles on hundreds of arts-related topics; from music and music theory to drama and the performing arts. It also provides content in the visual arts and art history.

**eBook Academic Collection from Ebsco**

Access to this collection is made possible by the Colleges eBook Consortium Project, a joint endeavour of the Ontario colleges.

**eBook Canadian Collection**

Provides access to a core collection of titles by Canadian publishers and authors and covering topics pertaining to Canada, Canadian history, native culture, politics and current events.

**Ebook Central from ProQuest**

Access to this collection is made possible by the Colleges eBook Consortium Project, a joint endeavour of the Ontario colleges. Use the Advanced Search and choose the Canada Ebook Subscription collection to focus search results.

**Infotrac Newsstand**

1,100 newspapers from Canada, US and around the world. Also includes 88 local Ontario newspapers like the Etobicoke Guardian. You will also find radio and tv broadcasts and transcripts.

**JSTOR**

Our collection includes JSTOR's Arts & Sciences I and Language and Literature archive collections.

**Literature Online (LION)**

Provides the full-text of more than 350,000 works of poetry, drama and prose, from 600 AD to present. Access hundreds of literature journals, and other key criticism and reference resources.

**Media Names & Numbers**

Directory with listings of Canadian print and broadcast media. You can access information for more than 6,000 publications and stations, with essential contact details including names of editors and producers and their contact information.

**MLA International Bibliography**

Subjects covered in this resource include: literature, language and linguistics, folklore, film, literary theory & criticism, dramatic arts, as well as the historical aspects of printing and publishing.

### **Oxford English Dictionary**

The definitive guide to the meaning, history, and pronunciation of 600,000 words, past and present, from across the English-speaking world.

### **Project MUSE**

The basic research collection has more than 200 scholarly journal titles in the humanities and social sciences.

### **Sage Premier**

Includes leading international peer-reviewed journals, including high-impact research titles published on behalf of over 245 scholarly and professional societies. Covers subject areas including business, humanities, social sciences, science & technology and medicine.

### **Theatre in Video**

Contains more than 250 definitive performances of the world's leading plays, together with more than 100 film documentaries, online in streaming video.

### **U.S. Newsstream**

This database provides access to current U.S. news content, as well as archives. It features top newspapers, wires, broadcast transcripts, blogs, and news sites such as The New York Times, the Wall Street Journal, Washington Post, Los Angeles Times, Boston Globe, Newsday, and Chicago Tribune.

## **VI. Library Services - *The Lakeshore Campus Library and Learning Commons***

The Lakeshore Library, with 15,000 square feet, was renovated in 2006 and is located on the west side of the Lakeshore campus. The Library features 37 Dell and one iMac student desktop computers, three student printers, five bookable group study rooms equipped with collaborative technology, a wide variety of student study spaces including comfortable chairs, a designated silent study room and many study tables and study carrels throughout the space. The total student seating is 219. There is wireless Internet capacity throughout the facility. The Lakeshore Library also has an adaptive technology room and a music room with a variety of playback equipment.

In 2011, the Lakeshore Commons was officially opened on the east side of campus. The building is the hub of the Lakeshore campus and has capacity for 2,000 students and includes classrooms, computer labs, a cafeteria and offices. The Lakeshore Learning Commons, occupying 5,365 square feet on the first floor of this building, has seating for 128 including open tables and chairs for group study, a quiet 30-computer lab, and five bookable study rooms equipped with collaborative technology. There are

also PC and Apple computers and three printers. The Library staffs the help desk at the Lakeshore Learning Commons and provides research and IT support services there.

Students are able to visit the research help desk or use AskON (virtual chat help) for guidance on research for their assignments. Students can also book appointments with librarians for more in-depth assistance. The Library has a liaison librarian for Creative Performing Arts and Liberal Arts & Science who is available to visit classes to teach research skills.

The Library's content-rich website was updated in 2017 (<http://library.humber.ca>), and provides both on-campus and remote access to the Library's catalogue and various online resources such as ebooks, ejournals, databases and streamed video content. Online library content (ebooks, ejournal articles and streamed video) is also embedded into Humber Blackboard courses. The Discover search tool provides integrated search results for both the library catalogue and many key databases. Users can also search for resources by their program and by type of resource (e.g. ebooks). The new website is easily viewable on mobile devices.

## VII. Humber Libraries Collection Statistics Summary

The table below outlines the breakdown of the entire Humber Libraries collection:

Books/Monographs (print)	North	86,116
	Lakeshore	32,332
	Orangeville	675
	<b>Total</b>	<b>119,123</b>
ebooks	<b>3,825,192</b>	
Journals (Print)	North	126
	Lakeshore	64
	Orangeville	4
	<b>Total</b>	<b>194</b>
Journals (Electronic)	<b>79,143</b>	
Databases	<b>125</b>	

## Appendix A

### Core Curriculum Book Collection Analysis for Honours Bachelor of Creative and Professional Writing

a) **Analysis by Subject:** The Creative and Professional Writing program requires a breadth of resources for the Creative Stream of the program. A general inventory of our collection using the library's Discover search designates our combined print, perpetual ebook holdings, and ebook subscription packages (not perpetual) in creative writing fields, such as fiction, creative non-fiction, poetry, plays, film scripts, children's literature and more:

subject "fiction" search found 9779 titles.
subject "creative nonfiction" search found 3275 titles.
subject "nonfiction writing" search found 4077 titles.
subject "poetry" search found 6996 titles.
subject "graphic novels" search found 3434 titles.
subject "children's/juvenile literature" search found 2138 titles.
subject "plays" search found 8785 titles.

b) **Analysis by call number range:** An inventory by call number range was performed to demonstrate relevant print collections to specific core courses and topics, including the writer's craft/authorship, copywriting, arts administration, the business of writing and more.



<b>Call Number Range &amp; Library of Congress Classification</b>	<b>Course Name</b>	<b>ebook</b>	<b>Lakeshore</b>	<b>North</b>	<b>Orangeville</b>	<b>Total</b>
<b>HD 69</b> Project Management. Teams in the Workplace.	Project Management. Strategic Communication.	<b>36</b>	<b>133</b>	<b>294</b>	<b>0</b>	<b>463</b>
<b>HF 5718-5734</b> Business Writing Business Communications Business Report Writing	Business of Writing. Strategic Communication. Project Management.	<b>8</b>	<b>73</b>	<b>163</b>	<b>0</b>	<b>243</b>
<b>HF5825</b> Copywriters Advertising Copy Broadcast--Advertising	Content Marketing and Copywriting. Business of Writing. Writing in the Digital Age. Writing Process-Editing. Advanced Editing.	<b>2</b>	<b>92</b>	<b>48</b>	<b>0</b>	<b>142</b>
<b>NX760-770</b> Arts Administration. Art--Management.	Arts Administration. Arts Management Portfolio.	<b>0</b>	<b>22</b>	<b>3</b>	<b>0</b>	<b>25</b>
<b>P87-96</b> Mass Media—Authorship Communication.	Ghost Writing. Feature Writing. Content Marketing and Copywriting. Writers as Researchers. Writers as Readers. Reading to Write.	<b>21</b>	<b>255</b>	<b>798</b>	<b>5</b>	<b>1079</b>
<b>PE1001- 1693</b> English language-- Rhetoric English language-- Grammar.	Creative Writing 1-6 Writing Process Principles. Writing Process Editing. Writing in the Digital Age. Developing Form and Repurposing Content. Advanced Editing. Writers as Researchers. Writers as Readers. Reading to Write.	<b>2</b>	<b>577</b>	<b>738</b>	<b>9</b>	<b>1340</b>
<b>PN101-239</b> Authorship	Writing Process Principles. Business of Writing.	<b>4</b>	<b>40</b>	<b>78</b>	<b>2</b>	<b>124</b>

Technique. Literary Composition. Creative Writing.	Developing Form and Repurposing Content. Creative Writing 1-6 Creative Stream Electives Elements of the Story 1-2					
<b>PN851-1009</b> Children's literature-- Authorship. Juvenile Literature.	Writing for Children Creative Writing 1-6 Elements of the Story 1-2	<b>0</b>	<b>4</b>	<b>25</b>	<b>0</b>	<b>29</b>
<b>PN1010-1525</b> Poetry. Poetry--Authorship	Poetry Creative Writing 1-6	<b>0</b>	<b>5</b>	<b>28</b>	<b>0</b>	<b>33</b>
<b>PN1660-1693</b> Playwriting Drama--Technique. Dialogue.	Playwriting Creative Writing 1-6 Elements of the Story 1-2	<b>0</b>	<b>15</b>	<b>6</b>	<b>0</b>	<b>21</b>
<b>PN1990-1999</b> Motion picture authorship. Screenwriting. Motion picture plays. Dialogue in motion pictures. Television authorship. Documentary films--authorship. Mass media--authorship. Broadcasting--authorship.	Screenwriting- Film Creative Writing 1-6 Elements of the Story 1-2	<b>147</b>	<b>1697</b>	<b>2631</b>	<b>5</b>	<b>4480</b>
<b>PN3355-3383</b> Fiction--authorship. Fiction—technique. Characters and characteristics in literature.	Creative Writing 1-6 Creative Stream Electives Developing Form and Repurposing Content. Elements of the Story 1-2	<b>1</b>	<b>8</b>	<b>23</b>	<b>0</b>	<b>32</b>
<b>PN4775-4836</b> Feature Writing. Citizen Journalism. Online Journalism. Freelance Journalism. Journalism-- Authorship.	Feature Writing Ghost Writing Creative Non-Fiction. Elements of the Story 1-2	<b>7</b>	<b>160</b>	<b>432</b>	<b>0</b>	<b>599</b>

<b>PN6700 - 6790</b> Graphic Novels. Graphic novels--History and criticism. Comic books, strips, etc.	Graphic Novels. Creative Writing 1-6 Creative Non-Fiction. Elements of the Story 1-2	<b>0</b>	<b>32</b>	<b>103</b>	<b>0</b>	<b>135</b>
<b>TK5105</b> Web Development. Website--design.	Web Development 1-2	<b>42</b>	<b>115</b>	<b>223</b>	<b>0</b>	<b>380</b>
<b>Z278-659</b> Bookselling and publishing. Copyright. Freedom of the press. Censorship.	Business of Writing. Writers as Researchers. Writers as Readers. Reading to Write. Feature Writing. Arts Management. Arts Administration.	<b>5</b>	<b>32</b>	<b>45</b>	<b>0</b>	<b>82</b>
<b>Total</b>		<b>287</b>	<b>3184</b>	<b>5627</b>	<b>21</b>	<b>9117</b>

## Appendix B

### Core Electronic Periodicals

There are a number of ejournals the library holds relevant to the Honours Bachelor of **Creative and Professional Writing**:

- *American journal of arts management*
- *American poetry review*
- *Ariel*
- *Business and professional communication quarterly*
- *Callaloo*
- *Canadian journal of communication*
- *Canadian literature*
- *Canadian review of comparative literature*
- *Canadian review of American studies*
- *Canadian theatre review*
- *Conflict & communication online*
- *Communication & critical/cultural Studies*
- *Communication, culture & critique*
- *Communication quarterly*
- *Communication and media*
- *Communication & language at work*
- *Communication & society*
- *Communication studies*

- *Communication theory*
- *Comparative literature studies*
- *Critical arts*
- *Critical studies in media communication*
- *Dalhousie review*
- *Discourse & communication*
- *Eighteenth-century fiction*
- *English studies in Canada*
- *Fourth Genre: Explorations in nonfiction*
- *Global media and communication*
- *International journal of arts management*
- *International journal of business communication*
- *International journal on media management*
- *International journal of strategic communication*
- *Journal of Canadian studies*
- *Journal of communication*
- *Journal for communication and culture*
- *The Journal of Commonwealth literature*
- *The Journal of arts management, law, and society*
- *Journal of writing in creative practice*
- *Journal of creative communications*
- *Journal of modern literature*
- *Journal of narrative theory*
- *Journal of popular culture*
- *Journal of public interest communications*
- *Journal of technical writing and communication*
- *The Lion and the unicorn*
- *Modern drama*
- *Modern fiction studies*
- *Modern language quarterly*
- *Mosaic*
- *Narrative*
- *Poetics*
- *Poetry*
- *Popular communication*
- *Postmodern culture*
- *Professional communication and translation studies*
- *Queen's quarterly*
- *The Review of contemporary fiction*
- *Rhetoric, professional communication, and globalization*
- *Rhetoric review*
- *Storytelling: A critical journal of popular narrative*
- *Storytelling, self, society*
- *Studies in Canadian literature*
- *Studies in American fiction*
- *Studies in the novel*
- *Studies in the literary Imagination*
- *Studies in comics*
- *TDR : Drama review*
- *The comics grid*
- *The review of communication*
- *Theatre research in Canada*
- *Written communication*
- *Women's studies in communication*
- *University of Toronto quarterly*
- *Victorian periodicals review*

The Library also offers access to the following trade publications:

- *The Antigonish Review*
- *Arc poetry magazine*
- *The Atlantic monthly*
- *Broken pencil*

- *Canadian book review annual*
- *Claremont Review of Books*
- *Essays on Canadian writing*
- *Quill and quire (also in print)*
- *Chicago review*
- *Crazyhorse*
- *Harper's*
- *Harvard review*
- *Ploughshares*
- *The New Yorker*
- *This*
- *The Walrus (also in print)*

### **Core Print Journals**

- *Humber Literary Review*
- *The Walrus*
- *Quill and Quire*
- *Malahat review*



**HUMBER**

**Environmental Scan**

**Creative and Professional Writing**

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## Postsecondary Programs

ONTARIO POSTSECONDARY INSTITUTIONS			
INSTUTION	CREDENTIAL	PROGRAM NAME	DESCRIPTION
Sheridan	Baccalaureate	<a href="#">Creative Writing and Publishing</a>	<p>Prepare for a career in both writing and publishing</p> <p>In this unique program, you'll gain experience in a variety of writing genres and media platforms – and be ready for a career in today's publishing industry. You'll graduate with a broad skill set that gives you the opportunity to choose a variety of career paths.</p> <p>Focus on your interests</p> <p>This flexible program allows you to focus on your interests and career goals. In addition to core courses in creative writing, publishing and literary studies, your program electives let you tailor your education in these three disciplines. You'll have the opportunity to take courses from Sheridan's arts and business degrees and collaborate with students in other programs.</p> <p>Connect with communities</p> <p>Relationships with audiences, writers and the publishing community are integral parts of being an author. In this program, you're encouraged to develop these relationships through internships, connecting with literary communities, editing and publishing literary journals, writing reviews and more. You'll have the chance to make an impact in your community of practice – and community at large.</p> <p>Learn from expert faculty</p> <p>With experience in fiction, non-fiction, poetry, drama and new media, our faculty have collectively written and edited in nearly every genre. Their work includes historical novels, creative non-fiction and criticism, sci-fi, comedy, children's lit and beyond. You'll benefit from their expertise – and gain a solid foundation for your writing or publishing career.</p> <p>Our faculty are successful industry professionals who have, to date:</p> <ul style="list-style-type: none"> <li>Authored 17 books, with more in progress</li> <li>Authored more than 220 shorter works, published in national and international journals, literary magazines and anthologies</li> <li>Authored 56 journalistic articles and counting</li> <li>Edited 123 books, with more in progress</li> <li>Been shortlisted for 35 writing awards</li> <li>Won four awards for writing and 13 awards for editing</li> <li>Had seven plays produced</li> </ul>



<b>ONTARIO POSTSECONDARY INSTITUTIONS</b>			
<b>INSTUTION</b>	<b>CREDENTIAL</b>	<b>PROGRAM NAME</b>	<b>DESCRIPTION</b>
			<p>Be a part of Sheridan's emerging literary culture</p> <p>As a student in this program, you'll be part of Sheridan's emerging literary culture. Events like Sheridan Reads bring together students, faculty and staff, community groups, libraries and public service organizations to discuss and celebrate the works of local and international writers (most recently Lawrence Hill and Thomas King).</p> <p>Other initiatives such as the 905 Road Show: Creativity Cabaret, using the power of narrative to forge connections between individuals and communities, have also helped bring creative writers to Sheridan – and foster a culture of literary appreciation on campus.</p> <p>MTCU Code: 82003 Bachelor of Creative Writing and Publishing</p>

## Labour Market Analysis

### OVERVIEW OF CREATIVE AND PROFESSIONAL WRITING-RELATED OCCUPATIONS IN ONTARIO

NOC	Description	2017 Avg. Hourly Wages	2018 Jobs	2023 Jobs	Change	% Change
0512	Managers – publishing, motion pictures, broadcasting and performing arts	\$33.66	3,238	3,465	227	7%
1452	Correspondence, publication and regulatory clerks	\$22.50	12,041	11,153	(888)	(7%)
5121	Authors and writers	\$27.04	6,609	7,384	775	12%
5122	Editors	\$25.03	6,224	6,092	(132)	(2%)
7303	Supervisors, printing and related occupations	\$28.85	2,886	2,967	81	3%
5123	Journalists	\$30.04	4,237	4,667	430	10%
	Total		35,236	35,728		

### NOC 0512 – MANAGERS - PUBLISHING, MOTION PICTURES, BROADCASTING AND PERFORMING ARTS

[Resource](#)

#### Overview



Managers in this unit group plan, organize, direct, control and evaluate operations within publishing firms, film, theatre and record production companies and broadcasting facilities. They are employed by radio and television stations, by newspaper, periodical and book publishing firms, and by film, theatre, record and video production companies.

Common titles for this occupation: administrator of studio and broadcasting station, ballet company director, book publishing manager, broadcasting manager, broadcasting station manager...

#### Related occupations

- Library, archive, museum and art gallery managers
- Recreation, sports and fitness program and service directors

#### Quick Facts

##### Job outlook (2017-2021)



##### Median income

\$71,641

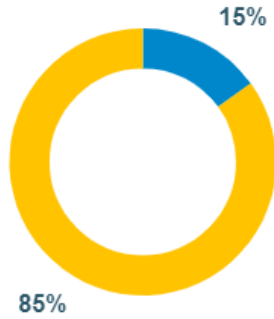
##### Top location



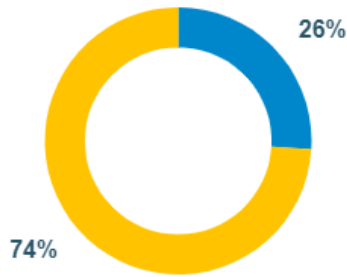
#### Projected job openings

Chart 1 shows the two components of projected job openings, new jobs and replacement jobs (replacement jobs from retirement, death and emigration) for this job compared with others from 2017 – 2021.

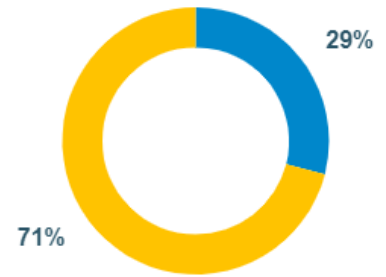
Total projected number of job openings from 2017 - 2021: 601 - 700



**Managers - publishing, motion pictures, broadcasting and performing arts**



**Specialized middle management occupations**



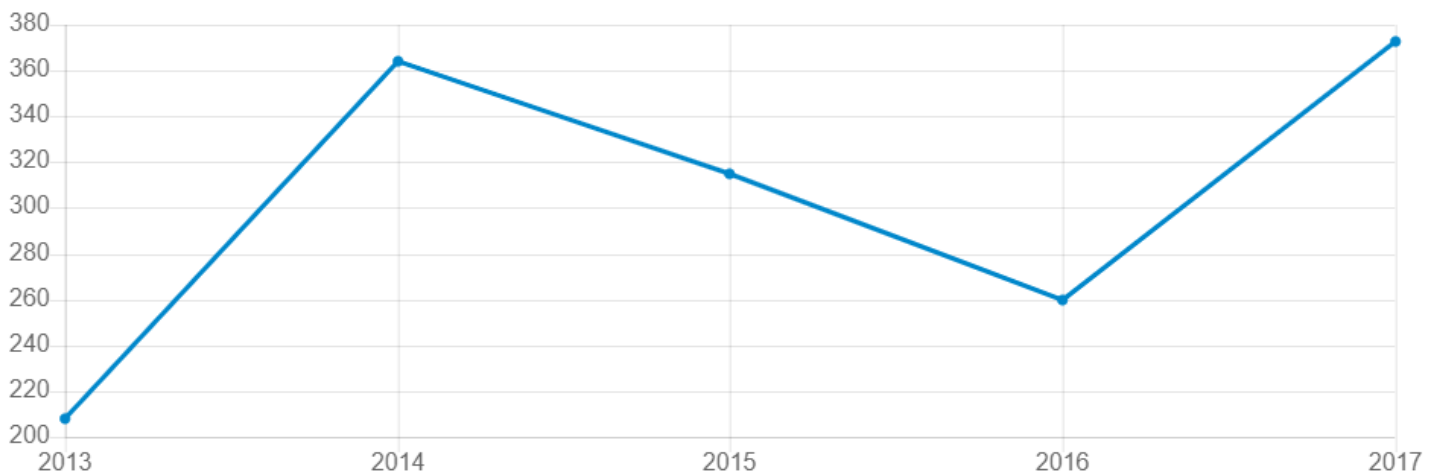
**All occupations**

■ New jobs (2017-2021)  
■ Replacement jobs (2017-2021)

Occupation	New jobs (2017-2021)	Replacement jobs (2017-2021)
All occupations	29%	71%
Specialized middle management occupations	26%	74%
Managers - publishing, motion pictures, broadcasting and performing arts	15%	85%

**Annual number of job postings**

Chart 2 shows the total number of online job postings from 2013-2017.

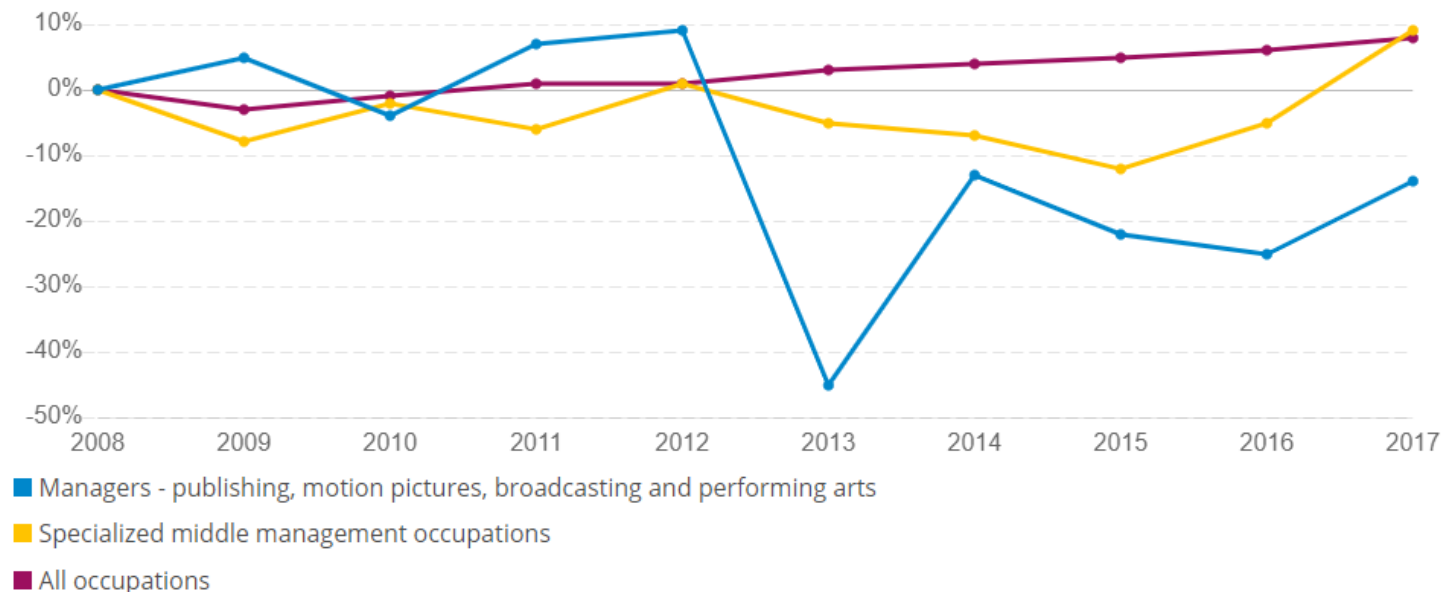


	2013	2014	2015	2016	2017
<b>Annual number of job postings</b>	208	364	315	260	373

## Job growth

Chart 3 shows how employment levels changed for this job compared with others from 2008-2017.

Projected change in employment levels from 2017 - 2021: 3.1% - 4%



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>All occupations</b>	0%	-3%	-1%	1%	1%	3%	4%	5%	6%	8%
<b>Specialized middle management occupations</b>	0%	-8%	-2%	-6%	1%	-5%	-7%	-12%	-5%	9%
<b>Managers - publishing, motion pictures, broadcasting and performing arts</b>	0%	5%	-4%	7%	9%	-45%	-13%	-22%	-25%	-14%

## Employment requirements

🇨🇦 Canada:

- A university degree or college diploma in communications, broadcasting, journalism or other arts discipline is usually required.
- Several years of experience within the publishing, film production, broadcasting or theatre industry are usually required.

## In-demand skills and knowledge

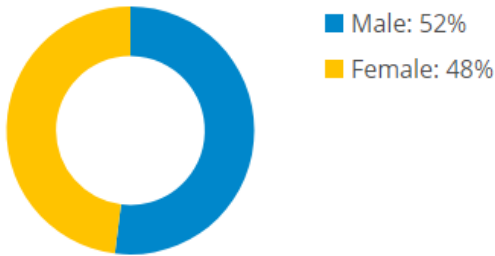
Employers frequently request the following skills when posting job opportunities in this occupational group.

Foundational	Specialized	Software
Creativity	Broadcast Industry Knowledge	Adobe Photoshop
Communication Skills	Journalism	Microsoft Excel
Editing	Social Media	Adobe Aftereffects
Writing	Budgeting	Adobe Indesign
Teamwork / Collaboration	Scheduling	Facebook

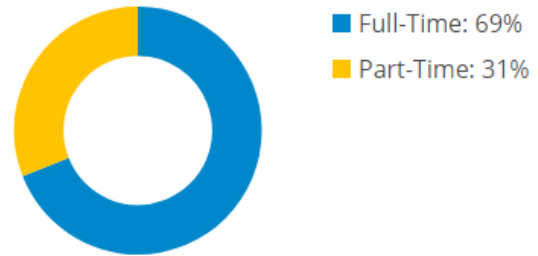
Foundational	Specialized	Software
Organizational Skills	Video Production	Adobe Acrobat
Research	Project Management	Adobe Illustrator
Meeting Deadlines	Media Production	Adobe Creative Suite
Planning	Packaging	Adobe Premiere
Detail-Oriented	Music	Final Cut Pro

**Employment characteristics**

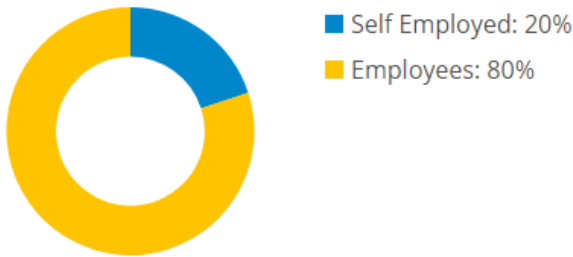
**Sex**



**Employment type**



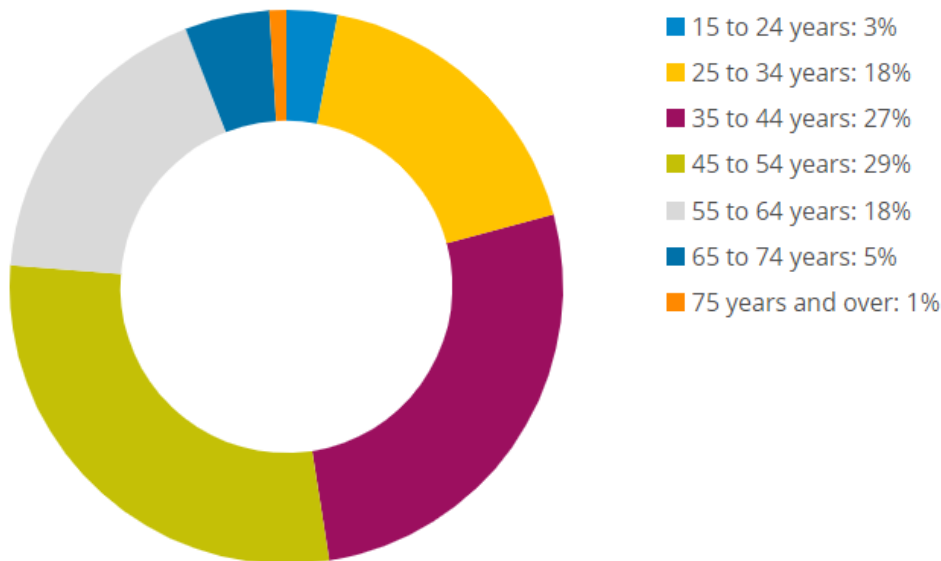
**Employment**



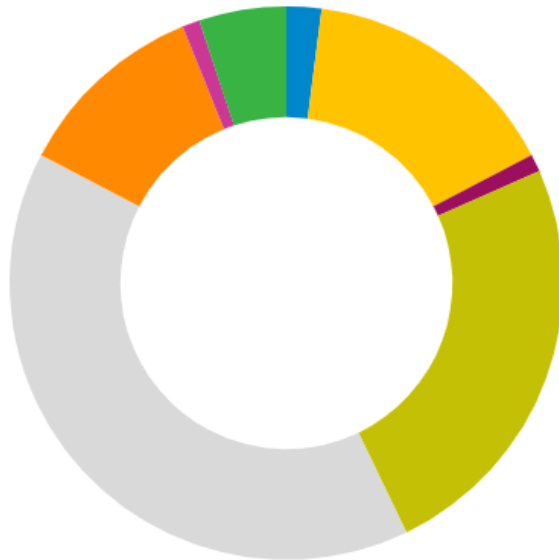
**Unemployment rate**

**3.5%** Unemployment rate

**Age group**



## Educational attainment



- No certificate, diploma or degree: 2%
- Secondary (high) school diploma or equivalency certificate: 15%
- Apprenticeship or trades certificate or diploma: 1%
- College, CEGEP or other non-university certificate or diploma: 24%
- Bachelor's degree: 39%
- Degree in medicine, dentistry, veterinary medicine or optometry: 0%
- Master's degree: 11%
- Earned doctorate: 1%
- Other: 5%

## NOC 1452 – CORRESPONDENCE, PUBLICATION AND REGULATORY CLERKS

[Resource](#)

### Overview



Clerks in this unit group write correspondence, proofread material for accuracy, compile material for publication, verify, record and process forms and documents, such as applications, licences, permits, contracts, registrations and requisitions, and perform other related clerical duties in accordance with established procedures, guidelines and schedules. They are employed by newspapers, periodicals, publishing firms and by establishments throughout the private and public sectors.

Common titles for this occupation: administrative contract clerk, advertising assistant, advertising clerk, advertising space measurer, application clerk...

### Related occupations

- Library assistants and clerks
- Survey interviewers and statistical clerks

### Quick facts

#### Job outlook (2017-2021)



#### Median income

\$52,221

#### Top location



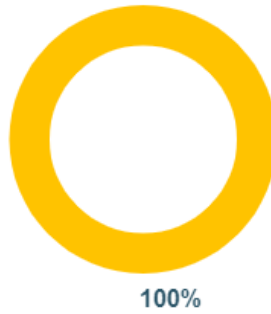
### Projected job openings

Chart 1 shows the two components of projected job openings, new jobs and replacement jobs (replacement jobs from retirement, death and emigration) for this job compared with others from 2017 – 2021.

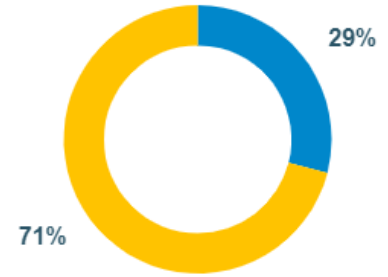
Total projected number of job openings from 2017 - 2021: 2,001 - 3,000



**Correspondence, publication and regulatory clerks**



**Office support occupations**



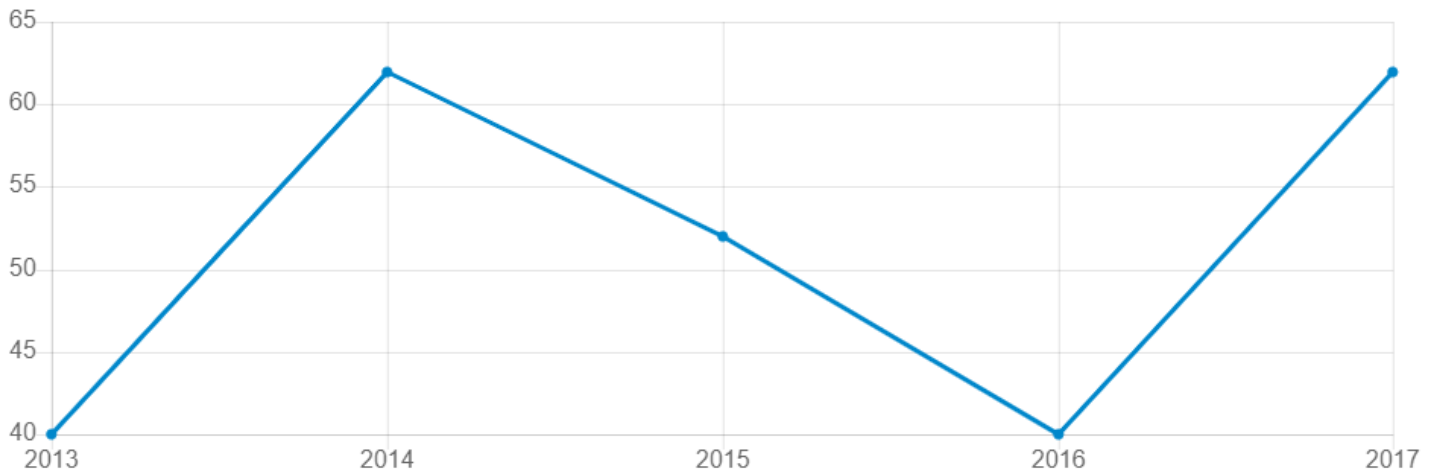
**All occupations**

■ New jobs (2017-2021)  
■ Replacement jobs (2017-2021)

Occupation	New jobs (2017-2021)	Replacement jobs (2017-2021)
All occupations	29%	71%
Office support occupations	0%	100%
Correspondence, publication and regulatory clerks	9%	91%

**Annual number of job postings**

Chart 2 shows the total number of online job postings from 2013-2017.



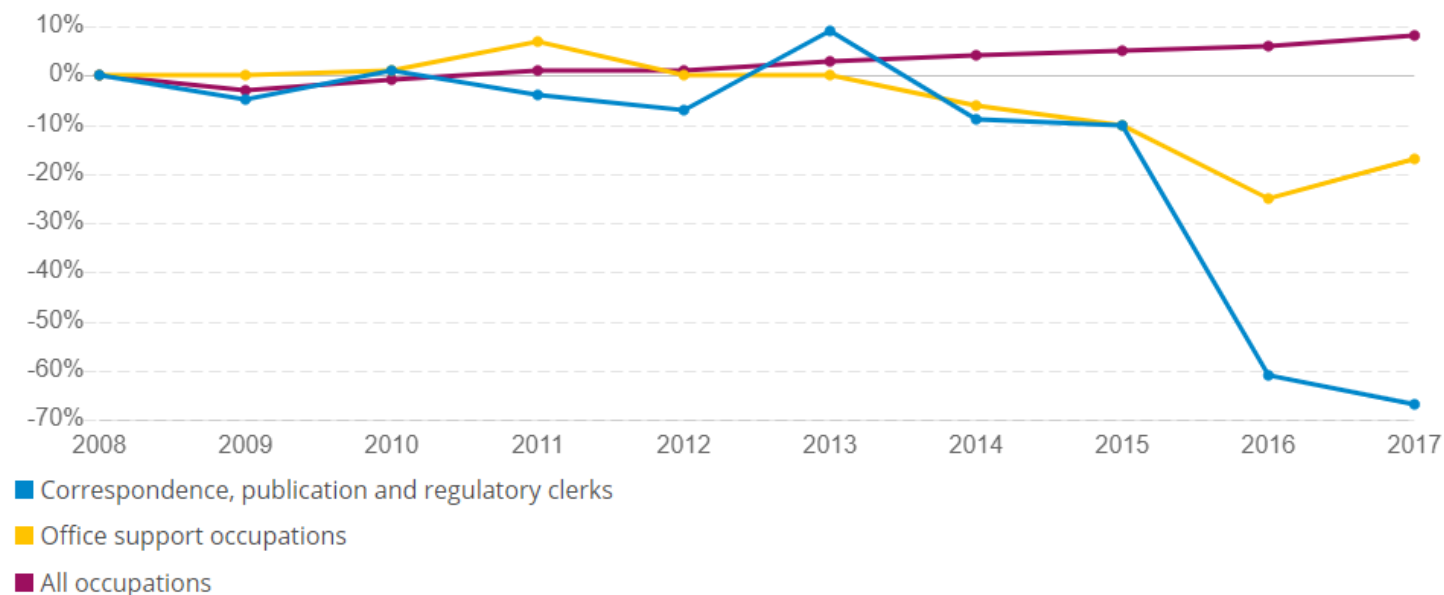
	2013	2014	2015	2016	2017
<b>Annual number of job postings</b>	40	62	52	40	62



## Job growth

Chart 3 shows how employment levels changed for this job compared with others from 2008-2017.

Projected change in employment levels from 2017 - 2021: 1.1% - 2%



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>All occupations</b>	0%	-3%	-1%	1%	1%	3%	4%	5%	6%	8%
<b>Office support occupations</b>	0%	0%	1%	7%	0%	0%	-6%	-10%	-25%	-17%
<b>Correspondence, publication and regulatory clerks</b>	0%	-5%	1%	-4%	-7%	9%	-9%	-10%	-61%	-67%

## Employment requirements

🇨🇦 Canada:

- Completion of secondary school is required.
- Additional courses or a diploma in writing, journalism or a related field may be required.
- Previous clerical or administrative experience may be required.

## In demand skills and knowledge

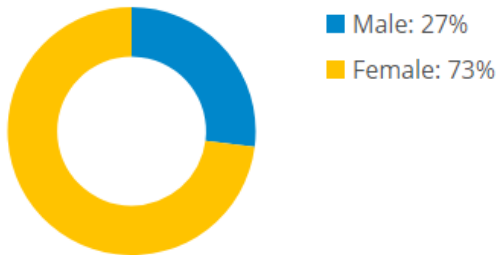
Employers frequently request the following skills when posting job opportunities in this occupational group.

Foundational	Specialized	Software
Communication Skills	Proofreading	Microsoft Excel
Creativity	Packaging	Adobe Acrobat
Detail-Oriented	Scheduling	Microsoft Word
French	Journalism	Adobe Indesign
Bilingual	Spreadsheets	
Editing	Copy Editing	
Meeting Deadlines	Project Management	
Writing	Press Releases	

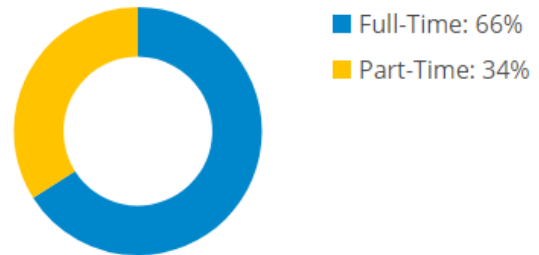
Foundational	Specialized	Software
Teamwork / Collaboration	Quality Assurance and Control	
Organizational Skills	Social Media	

### Employment characteristics

#### Sex



#### Employment type



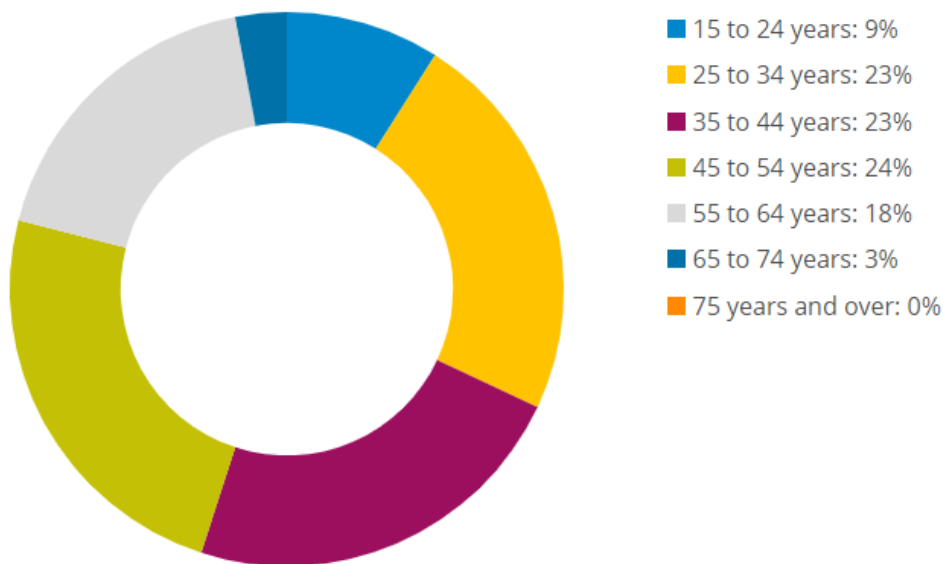
#### Employment



#### Unemployment rate

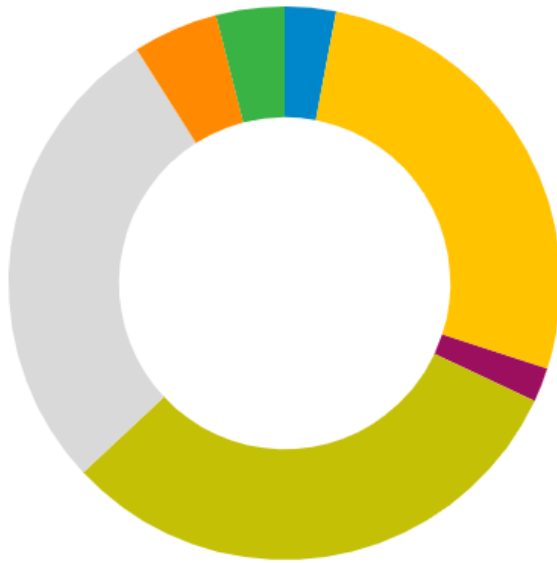
**5.5%** Unemployment rate

#### Age group



### Regional trends

**Educational attainment**



- No certificate, diploma or degree: 3%
- Secondary (high) school diploma or equivalency certificate: 27%
- Apprenticeship or trades certificate or diploma: 2%
- College, CEGEP or other non-university certificate or diploma: 31%
- Bachelor's degree: 28%
- Degree in medicine, dentistry, veterinary medicine or optometry: 0%
- Master's degree: 5%
- Earned doctorate: 0%
- Other: 4%

## NOC 5121 - AUTHORS AND WRITERS

[Resource](#)

### Overview



Authors and writers plan, research and write books, scripts, storyboards, plays, essays, speeches, manuals, specifications and other non-journalistic articles for publication or presentation. They are employed by advertising agencies, governments, large corporations, private consulting firms, publishing firms, multimedia/new-media companies and other establishments, or they may be self-employed.

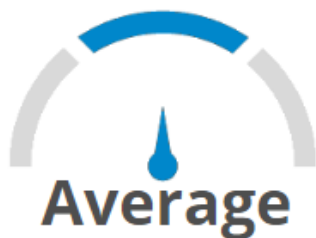
Common titles for this occupation: ad writer, advertising copywriter, advertising writer, author, biographer...

### Related occupations

- Editors
- Journalists
- Translators, terminologists and interpreters

### Quick facts

#### Job outlook (2017-2021)



#### Median income

\$54,124

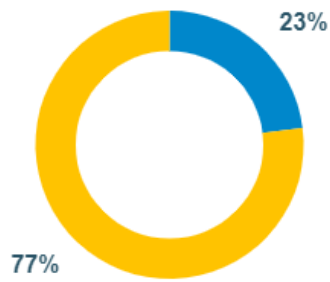
#### Top location



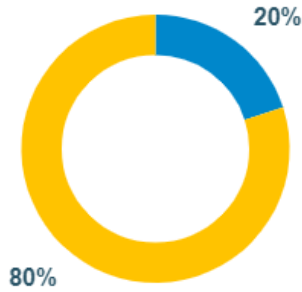
### Projected job openings

Chart 1 shows the two components of projected job openings, new jobs and replacement jobs (replacement jobs from retirement, death and emigration) for this job compared with others from 2017 - 2021.

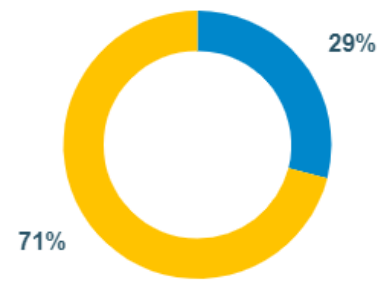
Total projected number of job openings from 2017 - 2021: 2,001 - 3,000



**Authors and writers**



**Professional occupations in art and culture**



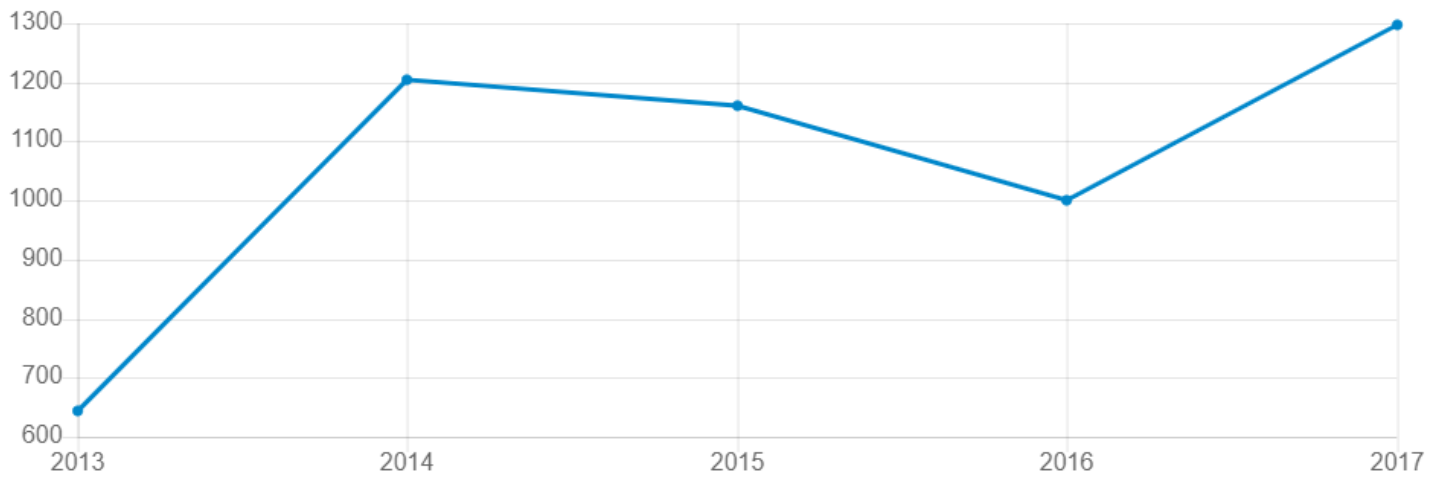
**All occupations**

■ New jobs (2017-2021)  
■ Replacement jobs (2017-2021)

Occupation	New jobs (2017-2021)	Replacement jobs (2017-2021)
All occupations	29%	71%
Professional occupations in art and culture	20%	80%
Authors and writers	23%	77%

**Annual number of job postings**

Chart 2 shows the total number of online job postings from 2013-2017.

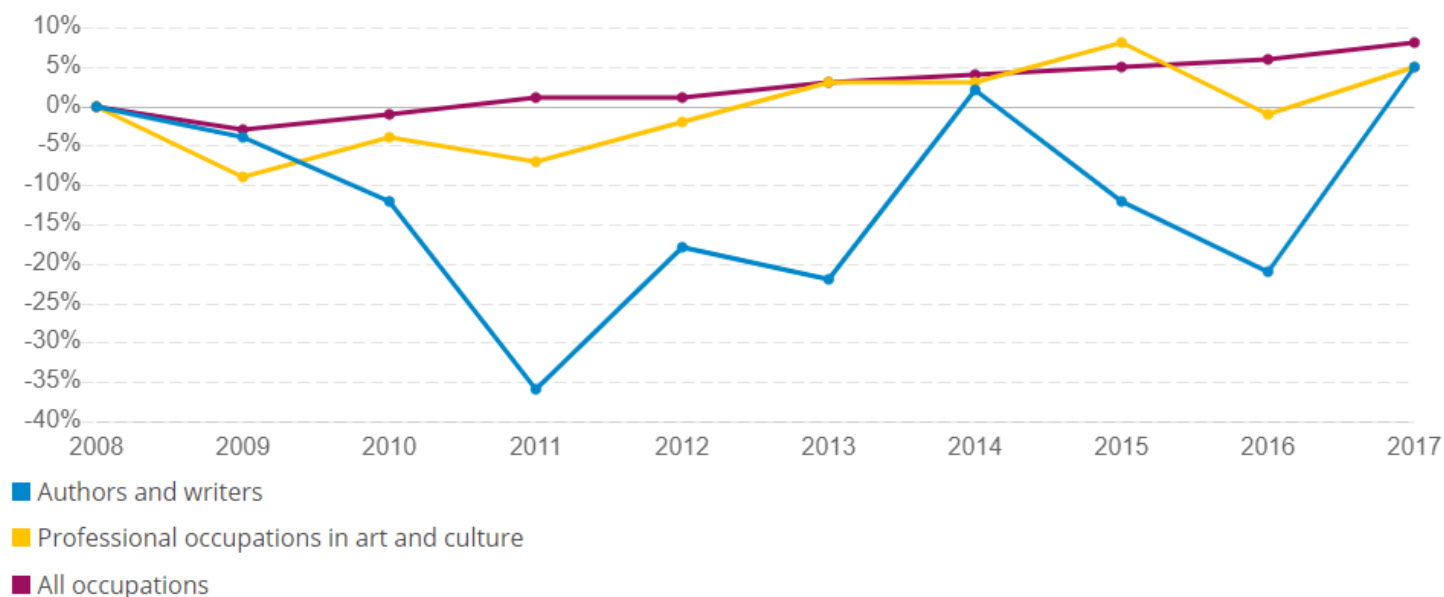


	2013	2014	2015	2016	2017
<b>Annual number of job postings</b>	644	1,204	1,161	1,001	1,297

**Job growth**

Chart 3 shows how employment levels changed for this job compared with others from 2008-2017.

Projected change in employment levels from 2017 - 2021: 3.1% - 4%



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>All occupations</b>	0%	-3%	-1%	1%	1%	3%	4%	5%	6%	8%
<b>Professional occupations in art and culture</b>	0%	-9%	-4%	-7%	-2%	3%	3%	8%	-1%	5%
<b>Authors and writers</b>	0%	-4%	-12%	-36%	-18%	-22%	2%	-12%	-21%	5%

### Employment requirements

🇨🇦 Canada:

- Technical writers usually require a university degree in the area of specialization, such as computer science or engineering.
- Copywriters usually require a university degree or college diploma in French, English, marketing, advertising or another discipline.
- Creative writing programs are offered by universities and colleges.
- Talent and ability, as demonstrated by a portfolio of work, are important hiring criteria.
- Membership in a guild or union related to the occupation may be required.

### In demand skills and knowledge

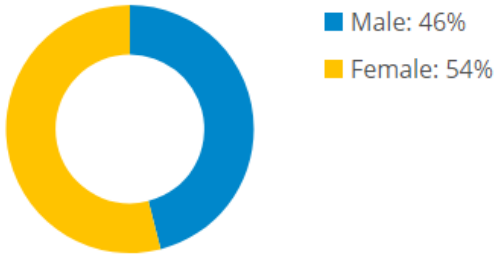
Employers frequently request the following skills when posting job opportunities in this occupational group.

<b>Foundational</b>	<b>Specialized</b>	<b>Software</b>
Writing	Technical Writing / Editing	Microsoft Excel
Editing	Copywriting	Microsoft Word
Communication Skills	Journalism	Microsoft Powerpoint
Creativity	Proofreading	Adobe Photoshop
Research	Project Management	Microsoft Visio
Teamwork / Collaboration	Social Media	Adobe Acrobat
Detail-Oriented	Proposal Writing	Adobe Indesign

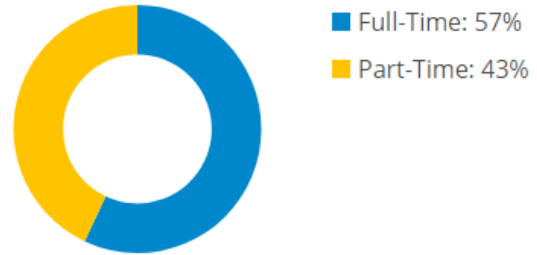
<b>Foundational</b>	<b>Specialized</b>	<b>Software</b>
Organizational Skills	Content Management	Extensible Markup Language (XML)
Meeting Deadlines	Request for Proposal (RFP)	Software Development
French	Contract Preparation	Framemaker

**Employment characteristics**

**Sex**



**Employment type**



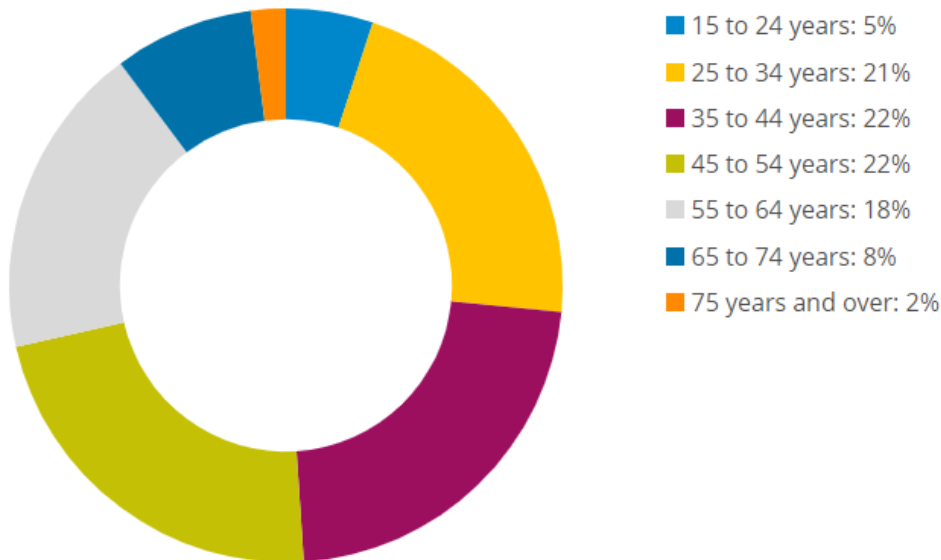
**Employment**



**Unemployment rate**

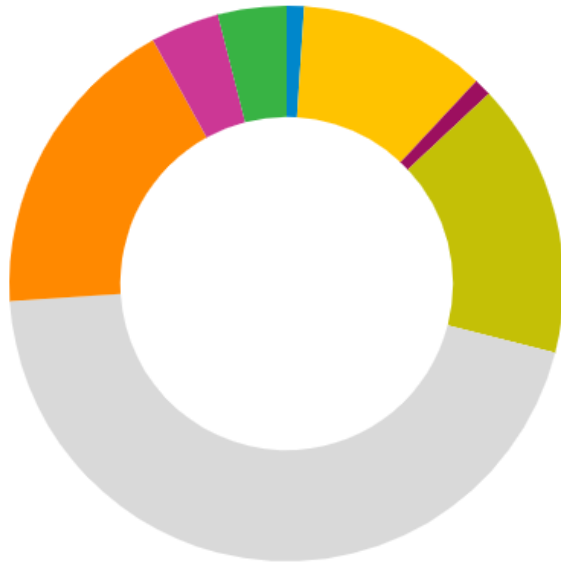
**4.7%** Unemployment rate

**Age group**





## Educational attainment



- No certificate, diploma or degree: 1%
- Secondary (high) school diploma or equivalency certificate: 11%
- Apprenticeship or trades certificate or diploma: 1%
- College, CEGEP or other non-university certificate or diploma: 16%
- Bachelor's degree: 45%
- Degree in medicine, dentistry, veterinary medicine or optometry: 0%
- Master's degree: 18%
- Earned doctorate: 4%
- Other: 4%

## NOC 5122 - EDITORS

[Resource](#)

### Overview



Editors review, evaluate and edit manuscripts, articles, news reports and other material for publication, broadcast or interactive media and co-ordinate the activities of writers, journalists and other staff. They are employed by publishing firms, magazines, journals, newspapers, radio and television networks and stations, and by companies and government departments that produce publications such as newsletters, handbooks, manuals and Web sites. Editors may also work on a freelance basis.

Common titles for this occupation: advertising editor, art editor, assistant editor, associate editor, bilingual editor...

### Related occupations

- Authors and writers
- Journalists
- Translators, terminologists and interpreters

### Quick facts

#### Job outlook (2017-2021)



#### Median income

**\$54,622**

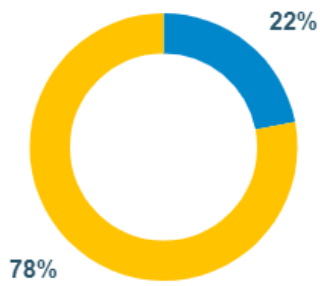
#### Top location



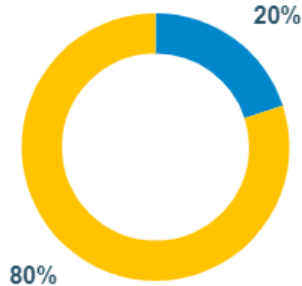
### Projected job openings

Chart 1 shows the two components of projected job openings, new jobs and replacement jobs (replacement jobs from retirement, death and emigration) for this job compared with others from 2017 - 2021.

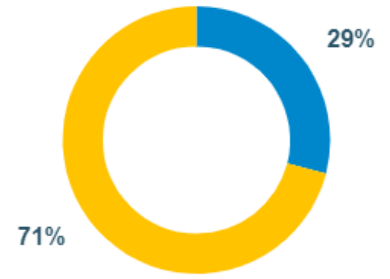
Total projected number of job openings from 2017 - 2021: 1,001 - 2,000



**Editors**



**Professional occupations in art and culture**



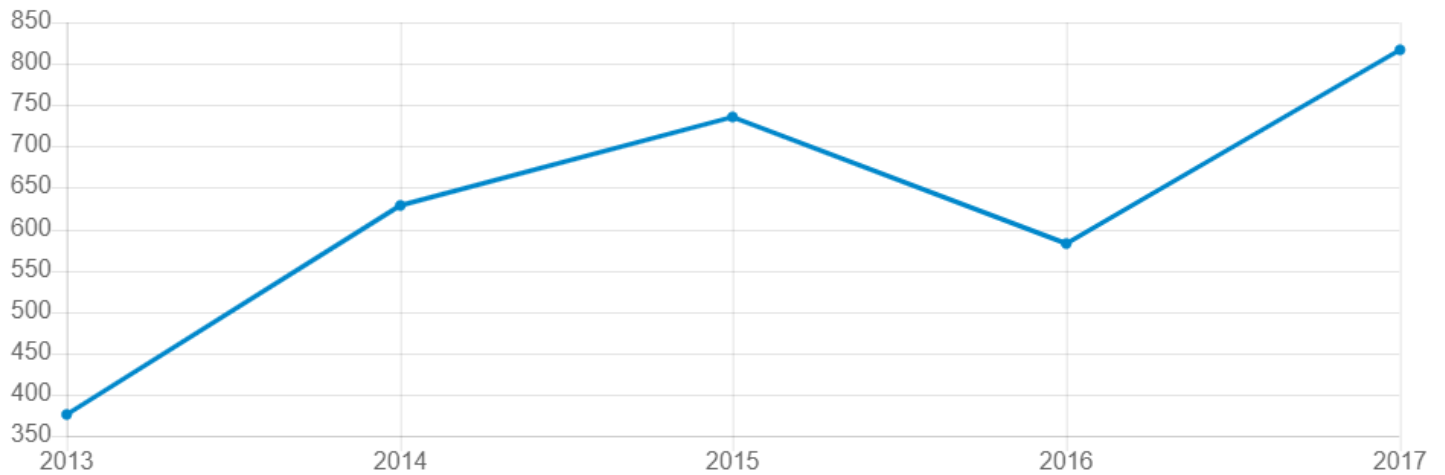
**All occupations**

■ New jobs (2017-2021)  
■ Replacement jobs (2017-2021)

Occupation	New jobs (2017-2021)	Replacement jobs (2017-2021)
All occupations	29%	71%
Professional occupations in art and culture	20%	80%
Editors	22%	78%

**Annual number of job postings**

Chart 2 shows the total number of online job postings from 2013-2017.

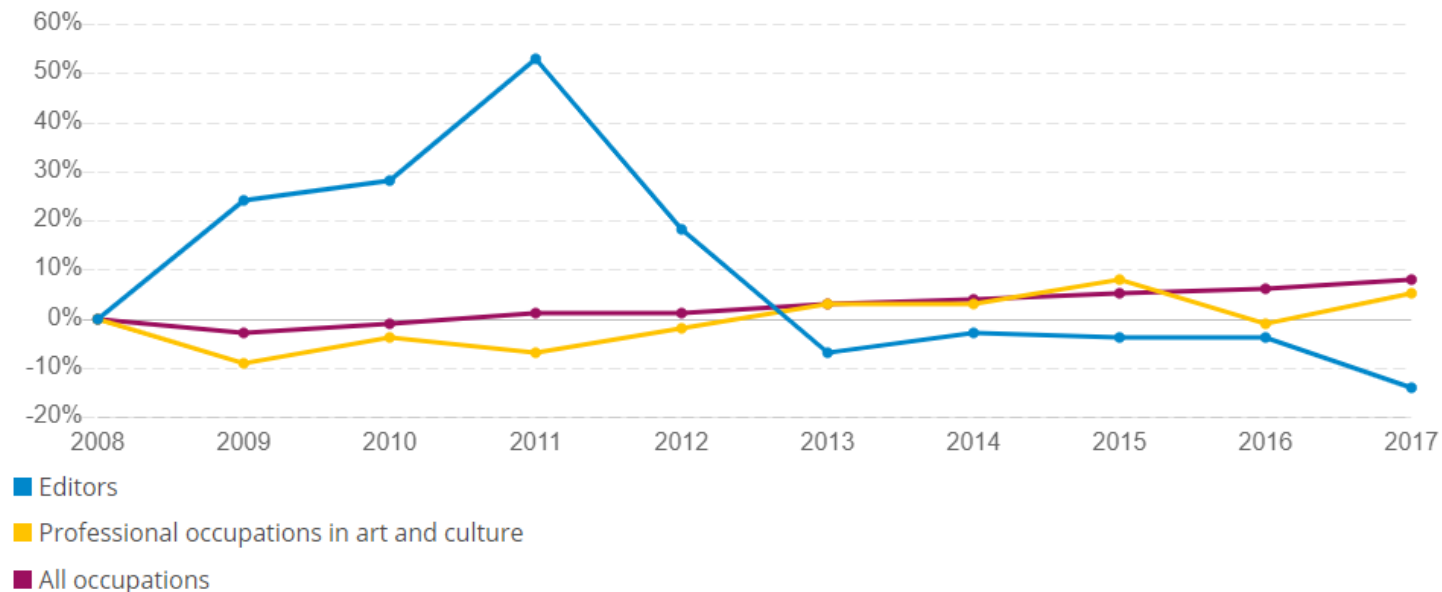


	2013	2014	2015	2016	2017
<b>Annual number of job postings</b>	375	629	735	582	816

## Job growth

Chart 3 shows how employment levels changed for this job compared with others from 2008-2017.

Projected change in employment levels from 2017 - 2021: 3.1% - 4%



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>All occupations</b>	0%	-3%	-1%	1%	1%	3%	4%	5%	6%	8%
<b>Professional occupations in art and culture</b>	0%	-9%	-4%	-7%	-2%	3%	3%	8%	-1%	5%
<b>Editors</b>	0%	24%	28%	53%	18%	-7%	-3%	-4%	-4%	-14%

## Employment requirements

🇨🇦 Canada:

- A bachelor's degree in English, French, journalism or a related discipline is usually required.
- Several years of experience in journalism, writing, publishing or a related field are usually required.
- Membership in the Editors Association of Canada may be required.
- Editors who specialize in a specific subject matter may be required to have training in that subject.

## In demand skills and knowledge

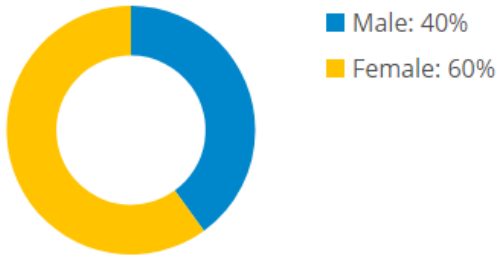
Employers frequently request the following skills when posting job opportunities in this occupational group.

Foundational	Specialized	Software
Editing	Journalism	Microsoft Excel
Writing	Social Media	Adobe Photoshop
Communication Skills	Proofreading	Microsoft Word
Detail-Oriented	Copy Editing	Microsoft Powerpoint
Creativity	Project Management	Facebook
Meeting Deadlines	Broadcast Industry Knowledge	Adobe Indesign
Organizational Skills	Content Management	Adobe Acrobat
Research	Scheduling	Social Media Platforms

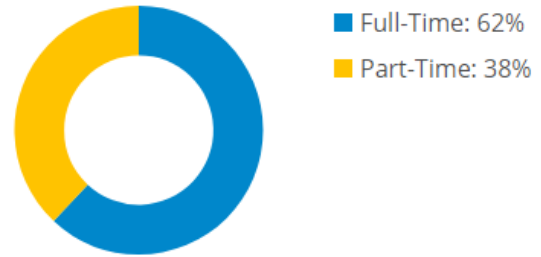
Foundational	Specialized	Software
Teamwork / Collaboration	Content Management Systems (CMS)	Adobe Aftereffects
Bilingual	Budgeting	Adobe Illustrator

**Employment characteristics**

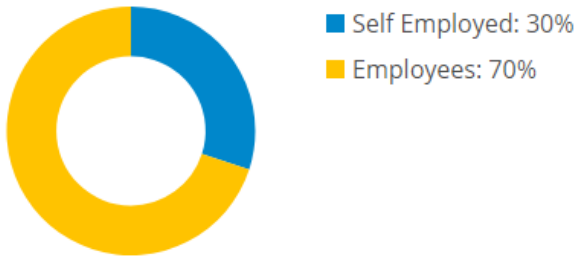
**Sex**



**Employment type**



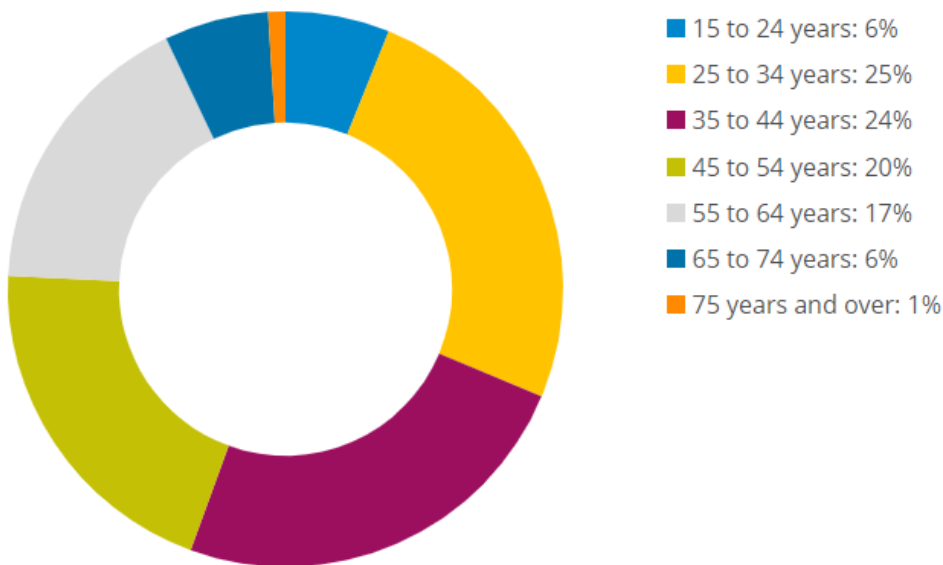
**Employment**



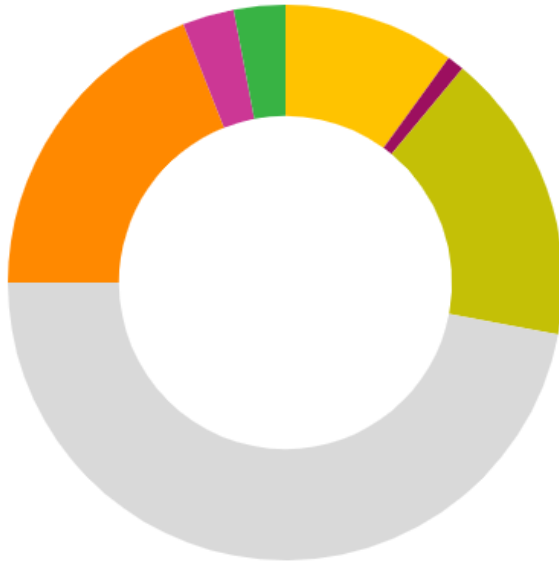
**Unemployment rate**

**4.7%** Unemployment rate

**Age group**



## Educational attainment



- No certificate, diploma or degree: 0%
- Secondary (high) school diploma or equivalency certificate: 10%
- Apprenticeship or trades certificate or diploma: 1%
- College, CEGEP or other non-university certificate or diploma: 17%
- Bachelor's degree: 47%
- Degree in medicine, dentistry, veterinary medicine or optometry: 0%
- Master's degree: 19%
- Earned doctorate: 3%
- Other: 3%

**NOC 7303 – SUPERVISORS, PRINTING AND RELATED OCCUPATIONS**

[Resource](#)

**Overview**



Supervisors in this unit group supervise and co-ordinate the activities of workers who produce camera work and printing plates and cylinders, process film, print text and illustrations on paper, metal and other material, and bind and finish printed products. They are employed by companies that specialize in commercial printing or one of its components, such as binding or colour reproduction, in combined printing and publishing companies, such as newspapers and magazines, and in various establishments in both the public and private sectors that have in-house printing departments.

Common titles for this occupation: binders foreman/woman – printing, binders supervisor – printing, bindery foreman/woman – printing, bindery supervisor – printing, bindery workers supervisor – printing...

**Related occupations**

- Supervisors, railway transport operations
- Supervisors, motor transport and other ground transit operators
- Contractors and supervisors, mechanic trades
- Contractors and supervisors, heavy equipment operator crews

**Quick facts**

**Job outlook (2017-2021)**



**Median income**

**\$59,361**

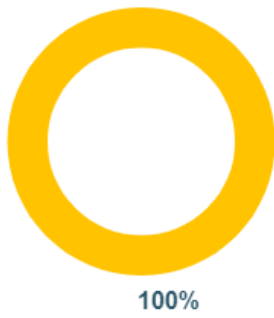
**Top location**



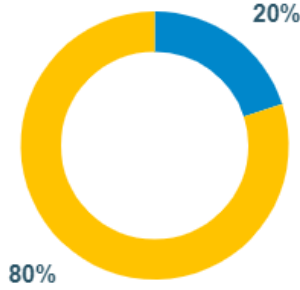
**Projected job openings**

Chart 1 shows the two components of projected job openings, new jobs and replacement jobs (replacement jobs from retirement, death and emigration) for this job compared with others from 2017 – 2021.

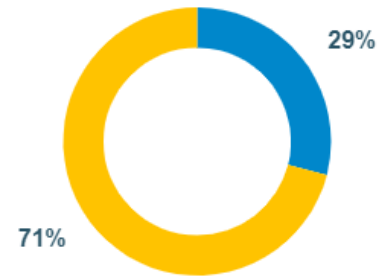
Total projected number of job openings from 2017 - 2021: 201 - 300



**Supervisors, printing and related occupations**



**Maintenance and equipment operation trades**



**All occupations**

- New jobs (2017-2021)
- Replacement jobs (2017-2021)

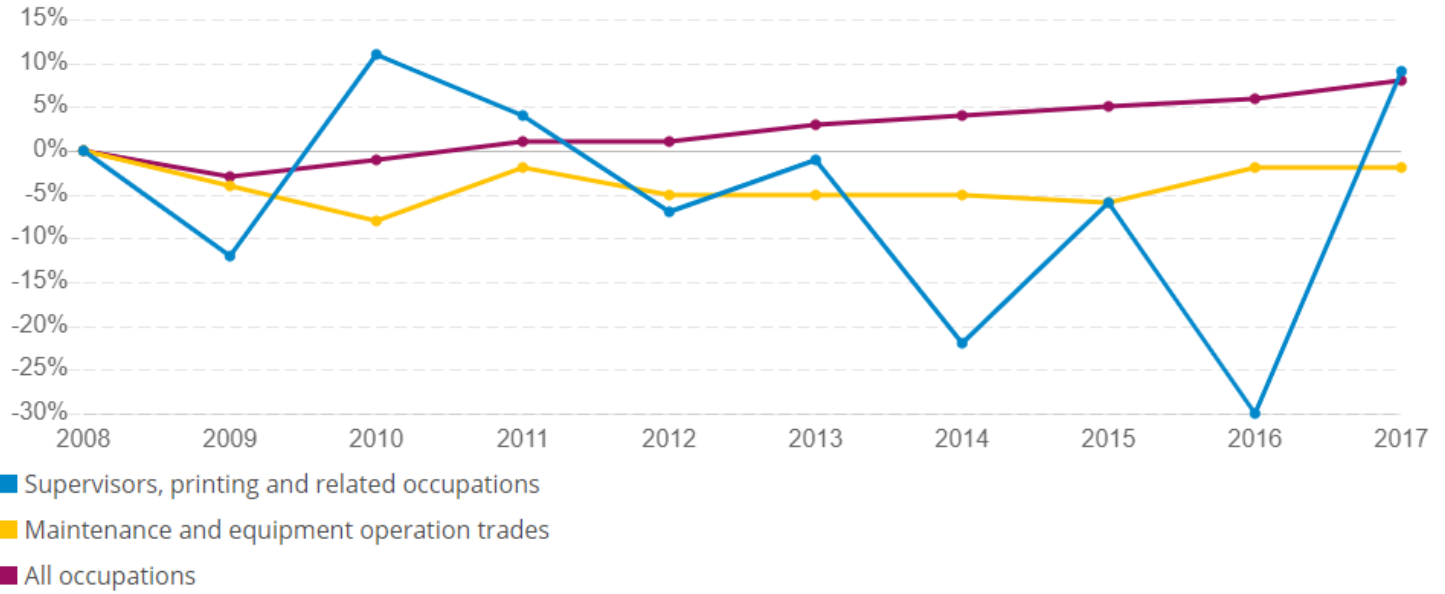
Occupation	New jobs (2017-2021)	Replacement jobs (2017-2021)
All occupations	29%	71%
Maintenance and equipment operation trades	20%	80%
Supervisors, printing and related occupations	0%	100%

**Job growth**

Chart 2 shows how employment levels changed for this job compared with others from 2008-2017.

Projected change in employment levels from 2017 - 2021: <=0%





	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>All occupations</b>	0%	-3%	-1%	1%	1%	3%	4%	5%	6%	8%
<b>Maintenance and equipment operation trades</b>	0%	-4%	-8%	-2%	-5%	-5%	-5%	-6%	-2%	-2%
<b>Supervisors, printing and related occupations</b>	0%	-12%	11%	4%	-7%	-1%	-22%	-6%	-30%	9%

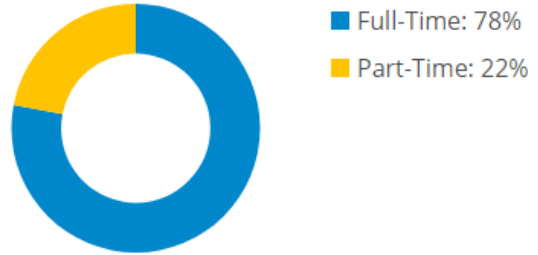
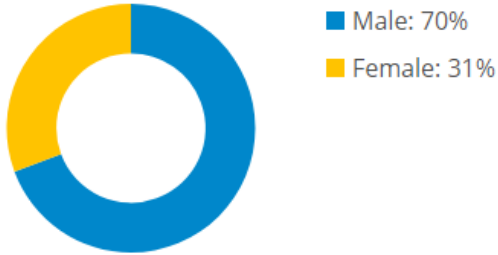
### Employment requirements

🇨🇦 Canada:

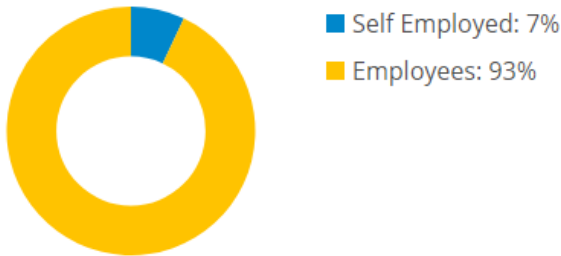
- Completion of secondary school is required.
- Completion of a college program in graphic arts technology may be required.
- Several years of experience in the work area supervised is usually required.
- Provincial trade certification may be required for some occupations in this unit group.

**Employment characteristics**

**Sex** **Employment type**

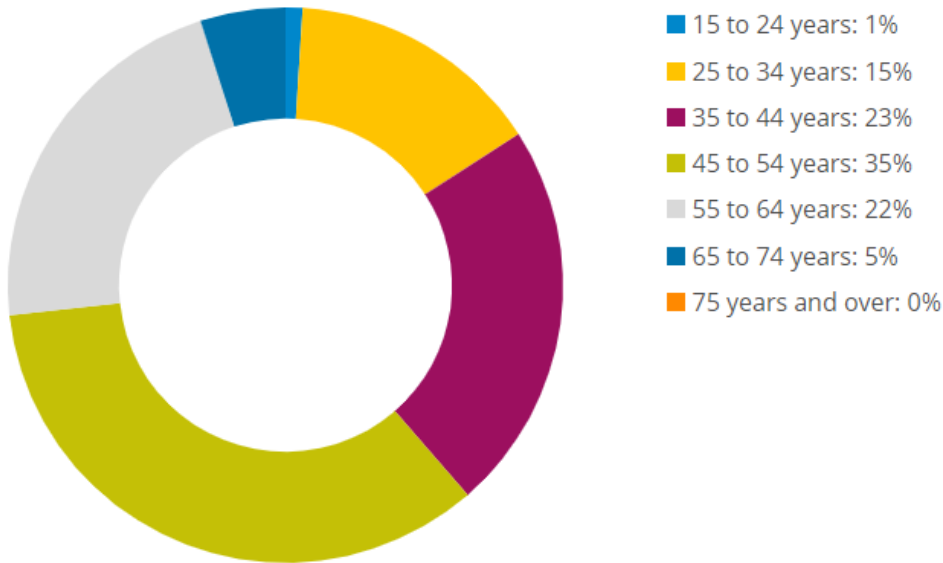


**Employment** **Unemployment rate**

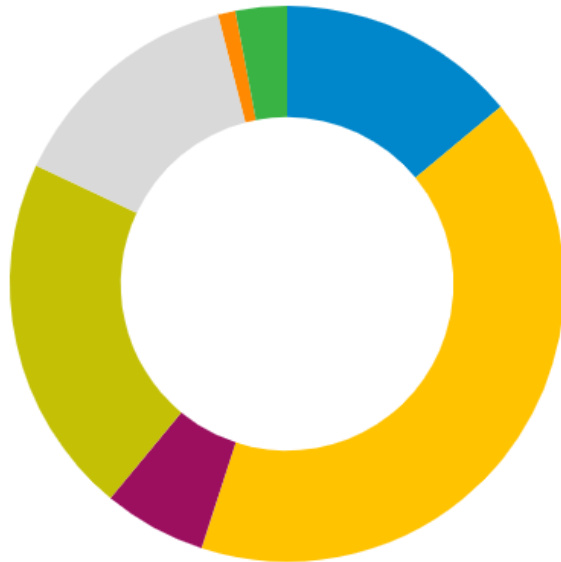


**3.7%** Unemployment rate

**Age group**



## Educational attainment



- No certificate, diploma or degree: 14%
- Secondary (high) school diploma or equivalency certificate: 41%
- Apprenticeship or trades certificate or diploma: 6%
- College, CEGEP or other non-university certificate or diploma: 21%
- Bachelor's degree: 14%
- Degree in medicine, dentistry, veterinary medicine or optometry: 0%
- Master's degree: 1%
- Earned doctorate: 0%
- Other: 3%

## NOC 5123 - JOURNALISTS

[Resource](#)

### Overview



Journalists research, investigate, interpret and communicate news and public affairs through newspapers, television, radio and other media. Journalists are employed by radio and television networks and stations, newspapers and magazines. Journalists may also work on a freelance basis.

Common titles for this occupation: anchorman/woman, art critic, book critic, book reviewer, broadcast journalist...

### Related occupations

- Authors and writers
- Editors
- Translators, terminologists and interpreters

### Quick facts

#### Job outlook (2017-2021)



#### Median income

\$60,789

#### Top location



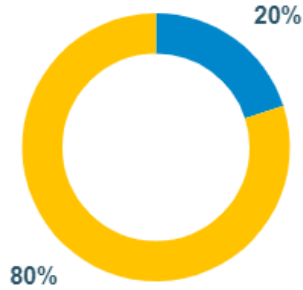
### Projected job openings

Chart 1 shows the two components of projected job openings, new jobs and replacement jobs (replacement jobs from retirement, death and emigration) for this job compared with others from 2017 - 2021.

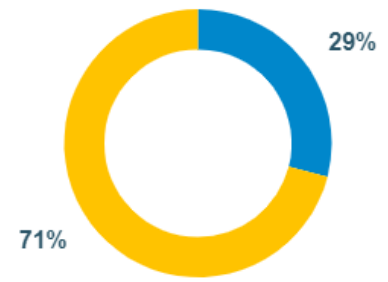
Total projected number of job openings from 2017 - 2021: 601 - 700



**Journalists**



**Professional occupations in art and culture**



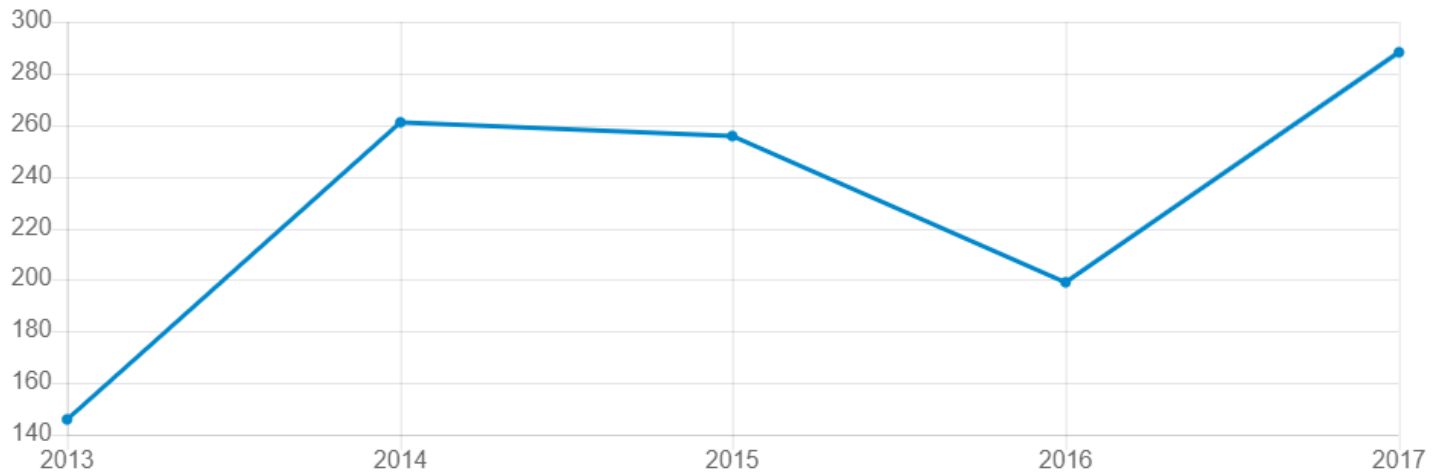
**All occupations**

■ New jobs (2017-2021)  
■ Replacement jobs (2017-2021)

Occupation	New jobs (2017-2021)	Replacement jobs (2017-2021)
All occupations	29%	71%
Professional occupations in art and culture	20%	80%
Journalists	33%	67%

**Annual number of job postings**

Chart 2 shows the total number of online job postings from 2013-2017.

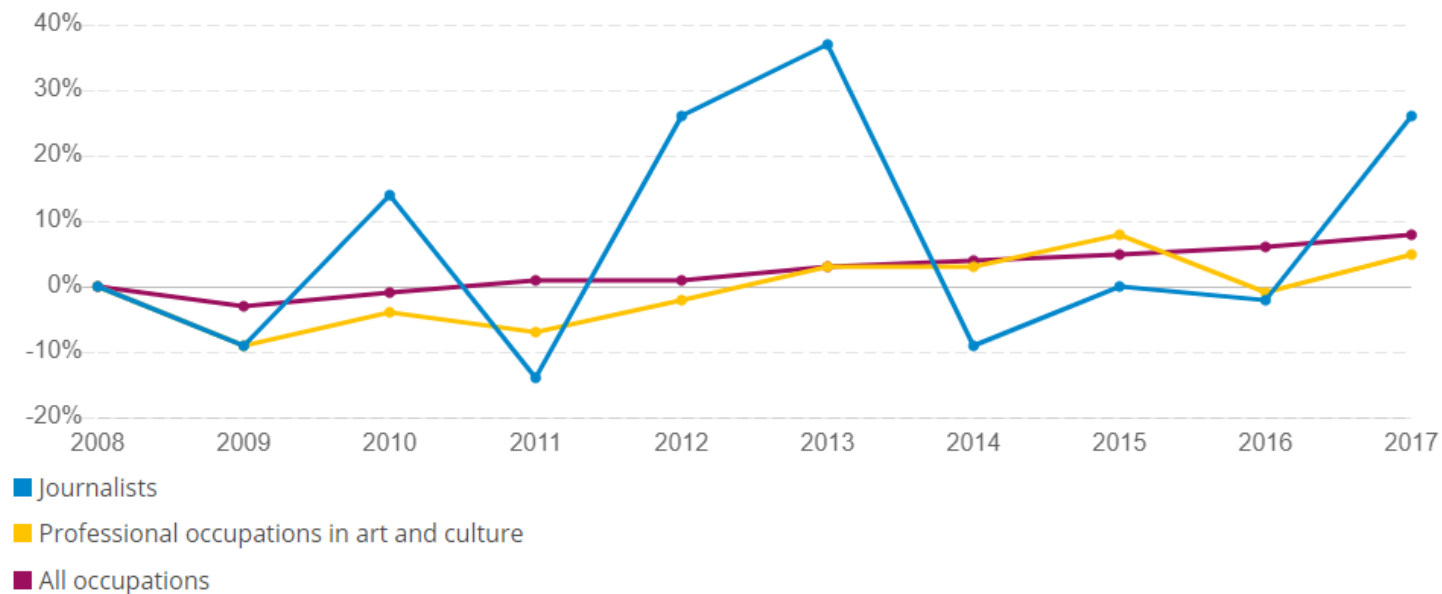


	2013	2014	2015	2016	2017
<b>Annual number of job postings</b>	146	261	256	199	288

## Job growth

Chart 3 shows how employment levels changed for this job compared with others from 2008-2017.

Projected change in employment levels from 2017 - 2021: 5.1% - 6%



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>All occupations</b>	0%	-3%	-1%	1%	1%	3%	4%	5%	6%	8%
<b>Professional occupations in art and culture</b>	0%	-9%	-4%	-7%	-2%	3%	3%	8%	-1%	5%
<b>Journalists</b>	0%	-9%	14%	-14%	26%	37%	-9%	0%	-2%	26%

## Employment requirements

🇨🇦 Canada:

- A university degree or college diploma in journalism or a related field such as communications is usually required.

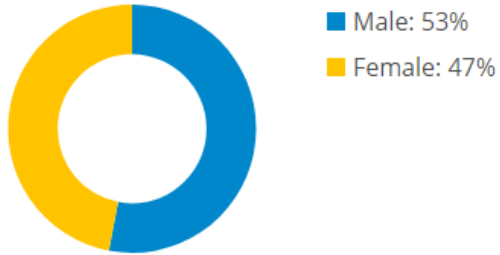
## In demand skills and knowledge

Employers frequently request the following skills when posting job opportunities in this occupational group.

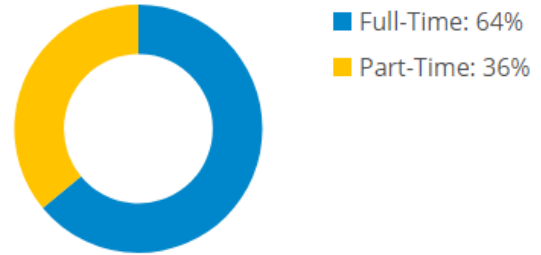
Foundational	Specialized	Software
Editing	Broadcast Industry Knowledge	Facebook
Writing	Social Media	Social Media Platforms
Communication Skills	Multimedia	Youtube
Research	Breaking News Coverage	Adobe Photoshop
Meeting Deadlines	News Editing	Adobe Indesign
Creativity	Instagram	iNews
Teamwork / Collaboration	Project Management	Adobe Acrobat
Detail-Oriented	Budgeting	Adobe Creative Suite
Self-Starter	Social Media Trends	Adobe Illustrator
Presentation Skills	Budgeting	JavaScript

**Employment characteristics**

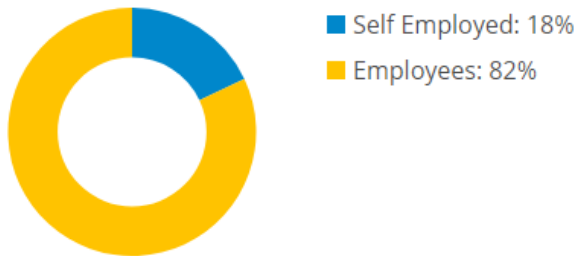
**Sex**



**Employment type**



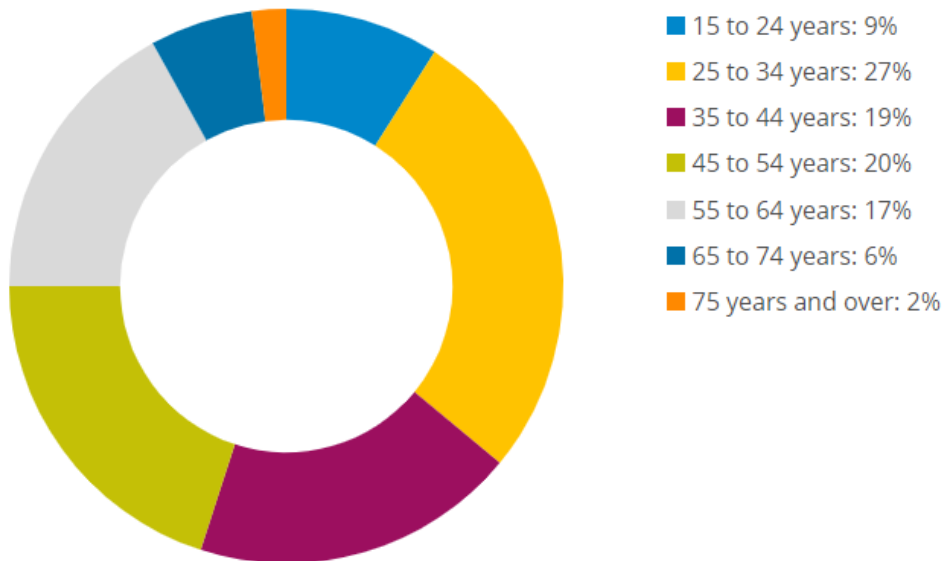
**Employment**



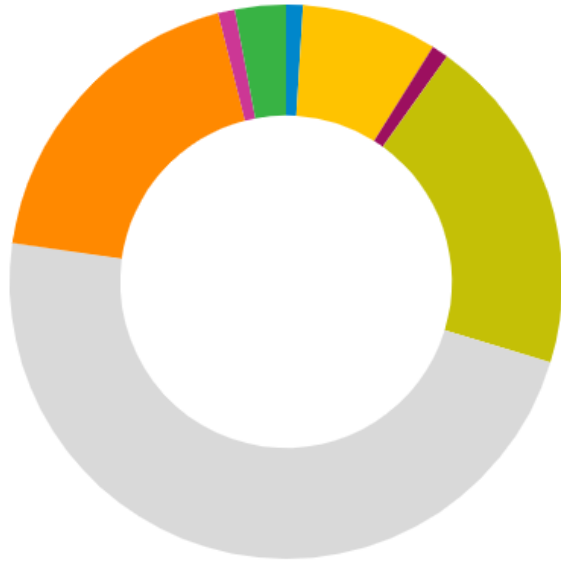
**Unemployment rate**

**5.3%** Unemployment rate

**Age group**



**Educational attainment**



- No certificate, diploma or degree: 1%
- Secondary (high) school diploma or equivalency certificate: 8%
- Apprenticeship or trades certificate or diploma: 1%
- College, CEGEP or other non-university certificate or diploma: 20%
- Bachelor's degree: 48%
- Degree in medicine, dentistry, veterinary medicine or optometry: 0%
- Master's degree: 19%
- Earned doctorate: 1%
- Other: 3%



## Educational Trends

The following is a list of creative and professional writing-related programs that are currently running in Ontario:

College	APS Title	MTCU Code	MAESD Title	Credential	Start
HUMB	Creative Writing	72003	Creative Writing	Ontario College Graduate Certificate	1/1/2002
SHER	Honours Bachelor of Creative Writing and Publishing	82003	Bachelor of Creative Writing and Publishing	Baccalaureate Degree	9/1/2016
ALGO	Professional Writing	52001	Professional Writing	Ontario College Diploma	9/1/2004
GEOR	Communications and Professional Writing	72007	Technical Writer	Ontario College Graduate Certificate	9/1/2017
HUMB	Professional Writing and Communications	72007	Technical Writer	Ontario College Graduate Certificate	9/1/2015
CENT	Communications - Professional Writing	72012	Communications - Professional Writing	Ontario College Graduate Certificate	9/1/2015
GRBR	Screenwriting & Narrative Design	72003	Creative Writing	Ontario College Graduate Certificate	9/1/2015

The table below displays creative and professional writing-related programs' applications and confirmations in Ontario:

MTCU Code And Title	College, Program Name and Credential	2016		2017		2018	
		Applications	Confirmations	Applications	Confirmations	Applications	Confirmations
72003 - Creative Writing	(HUMB) Creative Writing - Comic Scriptwriting Graduate Certificate	15	2	23	6		
	(HUMB) Creative Writing - Fiction, Creative Non-Fiction, Poetry Graduate Certificate	82	44	107	51	119	46
	(GRBR) Screenwriting and Narrative Design	63	6	52	9	45	6
82003 - Bachelor of Creative Writing and Publishing	(SHER) Bachelor (Honours) of Creative Writing and Publishing			246	76	268	74
52001 - Professional Writing	(ALGO) Professional Writing Diploma	168	39	170	51	144	60
72007 - Technical Writer	(GEOR) Communications and Professional Writing Graduate Certificate			19	6	23	9
	(HUMB) Professional Writing and	83	28	69	18	91	23

MTCU Code And Title	College, Program Name and Credential	2016		2017		2018	
		Applications	Confirmations	Applications	Confirmations	Applications	Confirmations
	Communications Graduate Certificate						
72012 - Communications - Professional Writing	(CENT) Communications - Professional Writing	55	12	63	15	56	14

# Bachelor of Creative and Professional Writing Employer Needs and Work Placement Capacity Survey Report

## Relevance of skills to be acquired by graduates of program to workplaces

- 16 total responses
- **63% (n=10)** respondents do employ personnel with similar skills and credentials to those that will be acquired by graduates from the proposed workplace, while **25% (n=4)** respondents do not.

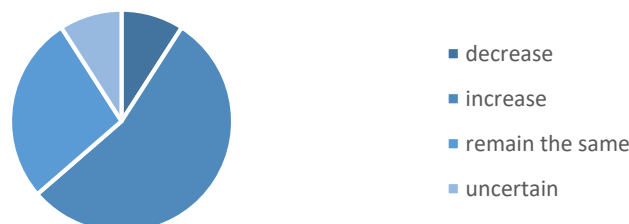
Q5. Does your workplace currently EMPLOY personnel with similar skills/credentials to those that will be acquired by graduates from the proposed program?



## Availability of positions requiring skills acquired by graduates in 5 years

- 11 total responses
- **55% (n=6)** respondents anticipate that the number of positions within your workplace requiring similar skills/credentials to the proposed program to **increase** over the next 5 years, while **27%** expect it to **remain the same**.

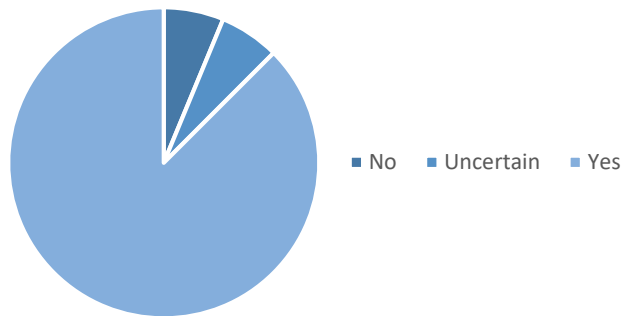
Q6. How do you anticipate the number of positions within your workplace requiring similar skills/credentials to the proposed program to change over the next 5 years?



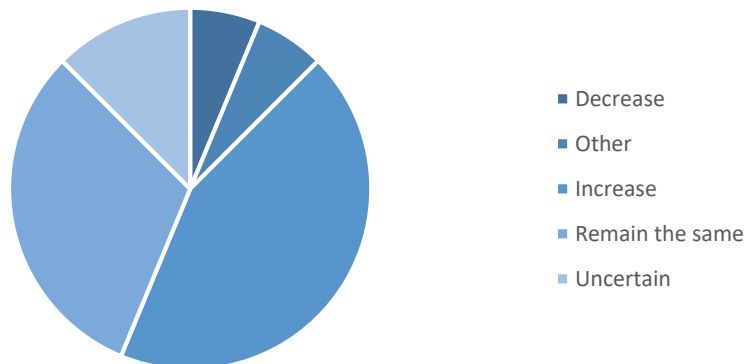
## Need for personnel with characteristics acquired by program graduates

- 16 total responses
- **88% (n=14)** of respondents state that there is a need in their workplace for personnel with the characteristics acquired by graduates from their proposed program
- **44% (n=7)** of respondents expect this need to **increase** over the next 5 years, while **31% (n=5)** expect it to **remain the same**.

Q7. Is there a NEED in your workplace for personnel with the characteristics (knowledge & skills) acquired by graduates from the proposed program?



Q8. How is this need expected to change over the next 5 years?



## Key Characteristics Program Graduates Need to Possess

- 16 total responses
- In response to question 9, “What three key characteristics (knowledge & skills) would a graduate from this program possess in order to effectively contribute to your workplace?” **8 respondents** noted that **strong communication skills (both oral and written)** were a key characteristic for potential graduates to possess in their workplaces. **Writing for different audiences and platforms** (5 respondents), possessing **technical skills** that were geared towards this industry, such as strategic marketing and content development (4 respondents), **social media skills** (4 respondents), and **storytelling** (3 respondents) were also given as responses.

9. Key Characteristics	Count	Further Examples
Strong communications skills (oral/written)	8	i.e. interviewing, copywriting, clear/concise writing
Writing for different audiences/platforms	5	i.e. business writing, articles, blog posts
Technical skills	4	i.e. grant writing, strategic marketing, content development, digital strategy, spelling/grammar, publishing industry knowledge
Social media skills	4	
Storytelling	3	
Critical reading/thinking skills	2	
Creativity	2	
Graphic design	1	
Creating engaging content	1	
Marketing	1	
Professionalism	1	
Able to meet deadlines	1	
Being a quick learner	1	
Project management	1	
Curiosity	1	
Hardworking	1	
Proofreading	1	
Multitasking	1	
Passion	1	

## Key Attitudes Program Graduates Need to Possess

- 16 total responses
- In response to question 10, “What three (3) attitudes would a graduate from this program possess in order to effectively contribute to your workplace?” **5 respondents** noted that graduates must possess a **willingness to learn new skills** to effectively contribute to the workplace. **Flexibility/adaptability** and **having a positive attitude** were also common responses (4 respondents). Additionally, **teamwork, collaboration, initiative, inclusivity, diligence, creativity,** and being **hardworking** were mentioned (2-3 respondents).

10. Key attitudes	Count	Further Examples
Willing to learn new skills	5	
Flexibility/adaptability	4	
Positivity	4	
Teamwork /collaboration	3	
Initiative	3	
Interest in industry trends/topics	3	i.e. publishing, sustainable business, non-profits
Inclusivity	2	
Strong communication skills	2	
Diligence	2	
Interpersonal communication	2	
Creativity	2	
Hardworking	2	
Leadership	1	
Strategic thinking	1	
Professionalism	1	
Innovation	1	
Critical thinking	1	
Resourcefulness	1	
Organization	1	
Humble	1	
Curiosity	1	
Staying calm under pressure	1	
Attention to detail	1	
Collegiality	1	

## Gaps in Characteristics

- 16 total responses
- In response to question 11, “When you think about recent hires at your workplace, what are the gaps in their skills, abilities or knowledge that affect their ability to contribute?, **4 respondents** noted that knowledge of the overall industry and the sector that new hires are working in is one of the biggest gaps that they face in the workplace. **Work experience and technical knowledge of software** were also common responses (3 respondents). Additionally, **initiative, interpersonal communication, organization, meeting expectations, and good work ethic** were mentioned (2 respondents).

11. Gaps in Characteristics	Count	Further Examples
Knowledge of sector/industry	4	
Experience working in industry	3	
Technical knowledge	3	i.e. software, spelling/grammar
Writing for a specific audience/platform	2	
Initiative	2	
Interpersonal communication	2	i.e. pitching work
Organization	2	
Manage expectations	2	
Good work ethic	2	
Design skills	1	
Professional	1	
Attention to detail	1	
Strategy	1	
Innovation	1	
Resourcefulness	1	
Negotiation	1	
Respect for opportunity	1	
Creativity	1	
Social media	1	

## Ideal Contributions to Workplace from Program Graduates

- 16 total responses
- In response to question 12, “What contributions would the ideal graduate from this program make to your workplace?”, **3 respondents** noted that having program graduates that can **create content that aligns with the brand or organization** that they are working for, through language consistency, clear messaging of brand goals, and awareness of programs and services that the brand offers would be the most ideal contribution that they could make to the workplace. **Innovation, creating engaging content, creativity, and strong oral and written communication skills** were also common responses (2 respondents).

12. Ideal contributions for program	Count	Further Examples
Aligning brand/organization with content	3	i.e. through language consistency, clear messaging of brand/organization goals, awareness of brand programs/services
Innovation	2	
Creating engaging content	2	
Creativity	2	
Strong writing and oral communication skills	2	
Meeting expectations/deadlines	1	
Professionalism	1	
Time management	1	
Multitasking	1	
Eagerness to learn	1	
Teamwork	1	i.e. provide help/support to team
Effective contributions	1	
Social media	1	
Leadership	1	
Technical skills	1	i.e. writing/editing grants, serving as workshop facilitators



## Key Emerging Trends/Issues in Field

- 16 total responses
- In response to question 13, “What key themes, issues or trends are emerging in the field?” **7 respondents** noted trends and issues pertaining to **employee skills and knowledge**, such as collaboration, having a diverse skill set, flexibility, fact checking, diverse content creation, writing for web/marketing, research, product knowledge, customer care. Trends and issues in **technology** and **social media**, such as digital content creation and marketing and communication through social media, were also common (4 respondents). Additionally, **social** justice concerns were mentioned (2 respondents).

13. Key emerging trends/issues in field	Count	Further Examples
Employee skills	7	i.e. collaboration, having a diverse skill set, flexibility, fact checking, diverse content creation, writing for web/marketing, research, product knowledge, customer care
Technology	4	i.e. Design/tech integration, video for internal communications, data/digital systems in publishing, digital content
Social media	4	i.e. Marketing/communication, securing engagement vs. views, personalization of content, sophisticated messaging for target markets, use of internal social media tools
Social justice	2	i.e. community health care, anti-black racism, collaboration of social services, gender inclusivity, student accommodation
The arts	1	i.e. artist funding, arts in urban communities
Environment	1	i.e. moving from climate change fear to low carbon businesses
International relations	1	i.e. closing Canada's competitiveness gaps in innovation and internationalism
Business	1	i.e. clear articulation of business purpose

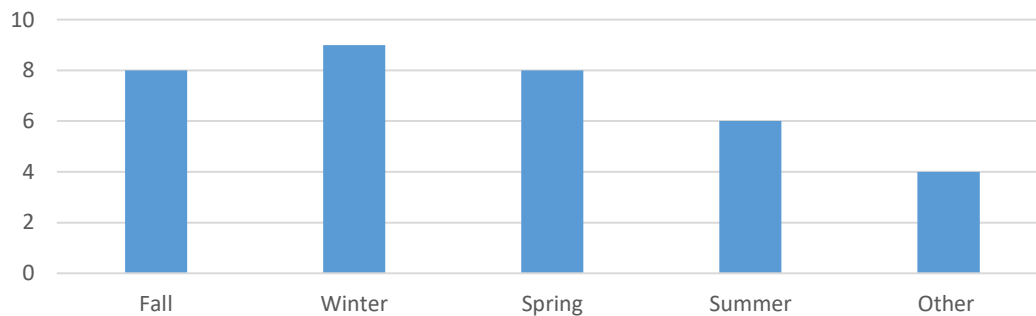
## Potential for Work Placement Opportunities

- 16 total responses
- **63% (n=10)** could offer a work placement opportunity for students from the proposed program, while **25% (n=4)** are uncertain.
- Of respondents whose workplace would be able to offer placements to students of this proposed program (n=15)
  - **9** respondents selected **Winter** as the most appropriate time to integrate a student into their workplace, followed by **Fall** and **Spring (8 respondents)**.
  - **12** respondents selected a **part-time placement (time period variable, approximately 24 weeks, 420 hours)** as the most ideal placement for students

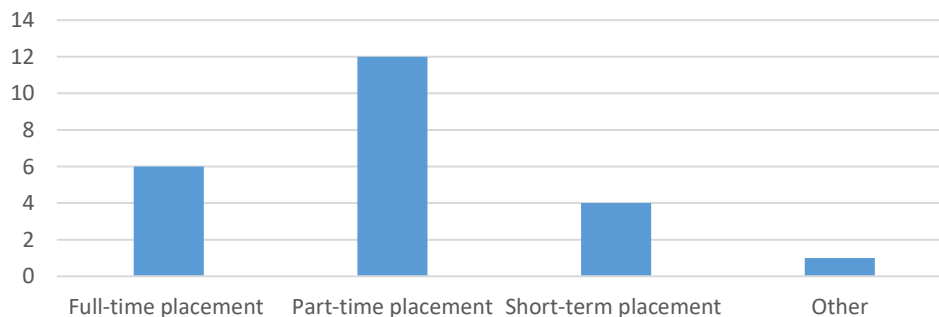
Q14. Is there potential that your workplace could offer a work placement opportunity for students from the proposed program?



Q15. What time of year would be most appropriate to integrate a student at your workplace?



Q16. Ideal Time Period for Potential Student Work Placements



## Professional Writing & Communications Intern – Description

**Position Title:** Professional Writing & Communications Intern

**Location:** 124 Merton Street, Suite 401, Toronto ON M4S 2Z2 (5 minute walk from Davisville subway)

**Job Type:** Full Time Summer Internship, 35 hrs/5 days a week for 12 weeks (flexible work hours)

**Proposed start date:** Early May, 2019 (flexible)

**Proposed end date:** 12 weeks from start date (flexible)

**Compensation:** This is an educational internship opportunity. An honorarium of **\$1,500** will be provided upon completion of internship.

**Contact:** Mehnaz Rahman, Manager, Communications & Public Affairs, [mehnaz.rahman@asthma.ca](mailto:mehnaz.rahman@asthma.ca)

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### About Asthma Canada

Our vision at Asthma Canada is a future without asthma. As the only national organisation solely dedicated to helping all Canadians affected by asthma, we are committed to improving the lives of the Canadian asthma community through education and support services, research and advocacy. Please visit our website at [www.asthma.ca](http://www.asthma.ca) to learn more.

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### Position Summary:

Reporting to the Manager, Communications & Public Affairs / or Communications & Revenue Development Coordinator, you will assist Asthma Canada on a wide range of projects. You will be encouraged to be creative, provide input, help strategize on upcoming campaigns and projects and take ownership of your work. The work you do will help us broaden our reach, increase asthma awareness and better engage our community members. Working in a small organization, you will gain hands-on, real experience and training in many aspects of communications.

### Duties & Responsibilities:

- Website management: assist in the maintenance and effectiveness of the Asthma Canada website; develop web content as required
  - Create and manage content on social media platforms with intent to increase audience engagement
  - Contribute to the development and production of written content for website, print and electronic news blasts, social media stories, media releases, and other communications materials as needed
  - Use graphic design software to create unique print and digital collateral to promote Asthma Canada programs and services, advocacy initiatives and fundraising activities
  - Promote ongoing community events and all Asthma Canada initiatives
  - Create fundraising communications material, including grant applications
- 

### About You:

Ideal candidates will be energetic, inventive, hard-working, social media and web-savvy, and brimming with ideas about creative ways to engage Canadians in our mission.

- Excellent interpersonal and communications skills
- Strong writing, proofreading, editing, and research skills
- Intermediate level graphic design skills with the ability to creatively communicate information visually
- Self-motivated, strong organizational skills, detail-oriented, ability to prioritize, multi-task and meet deadlines
- Enthusiasm and interest in healthcare and non-profit sector

**Education and Experience:**

- Currently completing the requirements for the Humber College Professional Writing & Communications Program
  - Bachelors or Diploma in relevant discipline
  - Proficiency with Adobe Photoshop, Adobe InDesign, Adobe Illustrator and/or Canva
  - Proficiency in WordPress (web editing) or strong willingness to learn
  - Firm grasp of social media tools and platforms (Facebook, Twitter, Instagram, Hootsuite)
  - Familiarity with Constant Contact or other web-based e-marketing service is an asset
  - Knowledge of Google AdWords and Google Analytics is an asset
- 

**To Apply:**

Please coordinate with PWC Placement Advisor and follow instructions and deadlines provided.



## Communications Intern

We are looking for a social media savvy business communicator and creative self-starter who is passionate about environmental, social responsibility and governance issues.

Canadian Business for Social Responsibility (CBSR) is a non-profit think tank and business association known for introducing Canadian businesses to a ground-breaking idea now widely accepted as a compelling truth: that companies do better – by every measure – when they operate in a socially and environmentally responsible way. More recently, we've become champions for the way Canadians do business; we believe our approach has something to offer the world. We are increasing our capacity as effective storytellers to reach more influencers and make an enduring and positive contribution to the world.

### Your Responsibilities

Manage a monthly e-newsletter

- Ensure timely delivery
- Coordinate with contributors to plan and collect content
- Maintain final edit to ensure professionalism and visual appeal
- Gather feedback to improve process and final product

Manage weekly social media communication

- Use LinkedIn, Twitter, Facebook, and Instagram to strategically grow audiences
- Develop original content to promote CBSR activities and developments
- Activate/guide supporters and promoters and provide suggested posts
- Co-host a TwitterChat style event to engage partners and a wide audience

Manage website

- Make updates using a WordPress platform
- Research relevant news and events and make regular updates to website

Write blog posts

- Conduct interviews and research to generate original storytelling content for website and newsletter
- Coordinate with companies to fact check and receive approvals before finalizing
- Work backwards from deadline to include enough time for editorial review

Collaborate on presentations, funding proposals and reports as required



## **Qualifications**

- Deep understanding of business writing and storytelling techniques
- Excellent English proficiency
- Great attention to detail and efficiency
- Excellent interpersonal skills and ability to ask good interview questions
- Ability to work on multiple projects at once
- Ability meet firm deadlines
- Ability to effectively collaborate with teammates as well as work independently
- Outstanding organization and time management
- Boldness, initiative, creativity
- Tech savvy
- A demonstrated interest in sustainability and corporate responsibility
- Basic graphic design and creative eye
- Commitment to self improvement

## **Bonus Points**

- French speaking and writing

## **Work Environment**

- Central downtown, co-shared office space in a funky neighbourhood
- Small, high performance team
- Happy hour events once a month
- Welcoming to all races, religions, genders, spectrums, and abilities
- Zero tolerance for abusive language and behaviour

## **Compensation**

This is an unpaid internship

## **Exclaim! Summer Internship**

### Internship Description

Our summer intern will be a member of our content marketing team, and will be responsible for helping with the upkeep of our social media accounts. The intern will also help to promote our articles and spread the word about the Exclaim! brand through websites such as Wikipedia, Reddit, Genius, Fark, and more. This position is unpaid and will include writing social copy and strategizing about the best ways to promote Exclaim!

### Skills:

1. The ability to write concise, engaging copy for social media
2. The ability to follow Exclaim!'s grammatical and style guidelines
3. Experience in using Twitter, Facebook and Instagram
4. The availability to attend weekend music festivals as a writer and/or an ambassador for the Exclaim! brand
5. The ability to think creatively about different strategies for promoting Exclaim!'s content on the Internet
6. Availability between early May and late August
7. During those months, availability 24 hours per week (6 hours per day, 4 days per week) between the hours of 10 a.m. and 4 p.m. (in addition to weekend music festivals, to be discussed)

If you have any further questions, please contact [internships@exclaim.ca](mailto:internships@exclaim.ca).

Alex Hudson  
Content Marketing Manager  
Exclaim! Media



## **SickKids Communications and Public Affairs Internship Opportunities**

The Hospital for Sick Children (SickKids) is recognized as one of the world's foremost paediatric health-care institutions and is Canada's leading centre dedicated to advancing children's health through the integration of patient care, research and education. Founded in 1875 and affiliated with the University of Toronto, SickKids is one of Canada's most research-intensive hospitals and has generated discoveries that have helped children globally.

Its mission is to provide the best in complex and specialized family-centred care; pioneer scientific and clinical advancements; share expertise; foster an academic environment that nurtures health-care professionals; and champion an accessible, comprehensive and sustainable child health system. SickKids is proud of its vision for *Healthier Children. A Better World.*

For more information, please visit [www.sickkids.ca](http://www.sickkids.ca). Follow us on Twitter (@SickKidsNews) and Instagram (@SickKidsToronto).

### **About Communications and Public Affairs**

The Communications and Public Affairs (CPA) team builds the presence and profile of SickKids to a wide variety of internal and external stakeholders. CPA facilitates communications between diverse groups within the hospital and research institute to any audience – across the organization, to patients and families, to the media and to the greater community. From developing the message to identifying the medium to conceiving the strategy, CPA is SickKids' in-house resource for all communications needs.

### **Duties**

We are looking for two stellar Communications and Public Affairs interns to contribute to three portfolios within the team (internal communications, media relations, and strategic communications). Both interns will get bylines on all published stories. Duties may include:

- Interview staff members – medical, administrative, technical, scientific – and write and edit stories for both the SickKids intranet and external websites
- Assist with the writing of web stories, briefing notes, speeches, media pitches, and more
- Identify newsworthy health topics of the day and help to develop stories for media and the SickKids website
- Help respond to media inquiries and supervise on-site media interviews
- Perform daily media monitoring and minute-by-minute monitoring during active issues management mode
- Develop content for social media channels and campaigns, and use analytics tools to assess content performance
- Assist with updating website content and provide web content review, quality assurance and editing support



- Participate in photo shoots and video production
- Participate in event planning and provide support during events
- Participate in government monitoring and issues analysis
- Assist in the implementation and communication of organization-wide and departmental initiatives, such as quality enhancement, process improvement, organizational engagement, community relations and client service

## **Skills**

Strong written and verbal communications skills, engaging writing style, creativity, initiative, strong organizational skills, good judgment and ability to work in a team environment. Photography skills are an asset.

## **Academic Requirement**

Must be enrolled in a relevant post-secondary academic program requiring an internship in order to complete the program.

## **Internship Details**

**Available Positions:** 2

**Semester:** Spring 2019 (May start)

**Duration:** As dictated by academic programs. Interns must remain enrolled as students in their academic programs for the duration of the internship.

**Application Deadline:** 4 p.m., Feb. 27, 2019

**Honorarium:** \$500 monthly

**Location:** Toronto

Please send cover letter and resume to Carolyn Gooderham at [Carolyn.gooderham@sickkids.ca](mailto:Carolyn.gooderham@sickkids.ca).

## **JOB DESCRIPTION**

Position Title: Marketing & Communications Intern  
Organization: Toronto International Festival of Authors (TIFA)  
Reporting to: Deputy Director & Head of Marketing  
Type of Employment: Temporary, full-time contract May 1 – July 31, 2019  
Compensation: \$500 CAD monthly honorarium

## **ABOUT US**

The Toronto International Festival of Authors (TIFA) is Canada's oldest and largest festival of words and ideas. Since 1974, it has hosted over 9,000 authors from more than 100 countries, including 22 Nobel Laureates and countless other award winners. Mandated to cultivate and advance the art of literature, TIFA connects curious readers of every kind with leading authors and provides forums to showcase Canadian talent to the world. TIFA presents events and programmes all year round and will celebrate the 40th edition of the Festival Oct. 24 – Nov. 3, 2019. TIFA is based at Harbourfront Centre. FestivalofAuthors.ca | @FestofAuthors

## **ROLE SUMMARY**

The Marketing & Communications Intern will assist with research, outreach and administrative tasks that support the execution of TIFA's 2019 marketing plan, with the purpose of increasing audience attendance and revenue related to TIFA events and programmes, including the 2019 Festival. Plan strategies include direct marketing, digital marketing, advertising, strategic partnerships, community outreach, media and publicity.

## **DUTIES & RESPONSIBILITIES**

- Coordinate and execute the distribution of promotional material;
- Conduct competitive research to help identify new audiences and promotional opportunities;
- Gather and archive promotional assets from partners (including author headshots and biographies);
- Assist with writing, proofreading and editing select marketing content (i.e., blog, social media);
- Collect and update department lists, project management documentation and databases;
- Conduct community outreach activities and update third-party online event listings;
- Help capture, analyze, and log campaign metrics, insights and best practices;
- Contribute creatively to Team brainstorm sessions;
- Monitor media coverage and archive press clippings;
- Assist with event logistics on-site at events as required;
- Other support activities as required.

## **QUALIFICATIONS**

Education:

- Must be currently enrolled in Humber College's Professional Writing and Communications Program;
- Completed certifications in the subjects of marketing and/or communications are considered an asset.



#### Essential Skills:

- Proficiency in Microsoft Office Suite and Google Drive;
- Given the nature of our industry, the incumbent must possess strong writing and editing skills;
- Excellent verbal and visual communication skills;
- Familiarity with social media platforms from a business perspective (Facebook, Twitter, Instagram);
- Superior organization skills for detailed, timely and accurate project coordination.

#### Highly Desirable Skills:

- Previous experience in marketing and communications processes;
- Previous experience in the use of content management systems (CMS) and customer relationship management systems (CRMs) for enhanced efficiency;
- Experience working or volunteering in a not-for-profit environment;
- Demonstrated interest in arts and literature.

#### Interpersonal Skills:

- Thrives in a fast-moving, collaborative environment;
- Detail-oriented and strong multitasker;
- Self-motivated, independent worker, takes initiative;
- Confident, personable and persuasive communicator;
- Able to synthesize and communicate complex ideas;
- A creative and resourceful thinker.

The Marketing & Communications Intern will receive organizational training and orientation from TIFA. TIFA staff will supervise, direct and evaluate the Intern's work throughout the placement term, serving as mentors. The Team will encourage creativity, critical thinking, resourcefulness and co-operation. The Intern will gain valuable experience working in a professional environment and will develop the technical skills and professional qualities required for successfully building a career in arts and culture.

This placement will be located at TIFA's offices (Harbourfront Centre, 235 Queens Quay West, Toronto ON).

#### HOW TO APPLY

Please respond with:

1. A cover letter outlining the qualifications and experience you would bring to the position;
2. A resume.

We thank all applicants, however, only those being considered for an interview will be contacted directly. TIFA is an equal opportunity employer, committed to diversity and inclusiveness in our teams, creative communities, programmes and services.

**COMPANY:** Twenty Two Media (Foodism Toronto, Escapism Toronto)

**JOB TITLE:** Social Media and Editorial Intern

**PLACE OF WORK:**

You will be required to work at 14 Duncan St., Toronto.

**HOURS**

Working hours are 9am - 5pm

**REMUNERATION/EXPENSES**

A weekly lunch and travel stipend will be provided along with reimbursement of any necessary expenses. You'll also receive access to industry events, dinners and launches. You may be tasked with the hard job of 'testing out' all the food and drink that comes through the office.

**ABOUT US**

**Square Up Media** is a UK publishing house founded in 2004. We've recently expanded to Canada with our first title: **Foodism Toronto**. The website and weekly newsletter are complemented by a bi-monthly print magazine with a circulation of 50,000 in the downtown core. In Spring 2018, we launched our second title: **Escapism Toronto**, a quarterly travel magazine.

**THE POSITION**

The position will support our editorial team with a variety of tasks. These include:

- Drafting social media posts
- Working with the editorial team to increase social media engagement
- Researching for print and digital writing pieces
- Liaising with PR and contacts to secure assets for stories and photo shoots
- Assisting with fact-checking
- Representing the brand at relevant food, drink and travel related events, launches, dinners etc.
- Opportunity to pitch and develop digital story ideas

Key Qualities:

- Comfortable working independently
- A true go-getter that will hit the ground running
- Ability to work cooperatively in a team environment
- A passion for travel, food and drink and understanding of the local industries in Toronto
- Experience working with content management systems (Wordpress, Adobe etc.)
- Impeccable spelling and grammar
- Strong creative writing, researching and editing skills
- A keen interest in social media
- Photography and graphic design skills are assets

Please apply by sending a resume and three relevant writing samples to [jessica.huras@twentytwomedia.ca](mailto:jessica.huras@twentytwomedia.ca) with **INTERNSHIP APPLICATION** and your name in the subject line. Please also include your expected duration (start and end date) as well as availability (full or part-time) in your email.



**Application Deadline:** Open until position is filled.

**Start Date:** November 2018

**Contract:** Total of 4 months since start date with possibility of extension. The Graphic Design and Communications Intern will work 8-10 hours a week (days to be selected based on availability and team schedule) between 10:00AM-6:00PM.

### **About UforChange**

Since its inception in late 2009, UforChange has worked to ensure every young person confidently pursues a future rich with opportunity. UforChange seeks to achieve this goal through its Core Arts program, offered to over 50 young people every year, along with a series of industry partnerships that lead to workshops and mentorships, which empowers another 350 youth every year. Our Core Arts program includes 8-month courses in Fashion, Photography, DJ and Film that teach youth the fundamentals of such subjects and key skills necessary to pursue higher education, industry opportunities and entrepreneurship. The workshops and mentorships are offered throughout the year in order to impact a larger community and to teach us how to improve our Core Arts program. One of our biggest workshop initiatives is Workshops in the 6ix, which provides youth unable to commit to our 8-month program with short-term high-impact workshops in a variety of topics such as business in the arts, graphic design, and theatre, among others. Beyond our Core Arts Program and workshops, we also offer special projects in partnership with community organizations such as George Brown College - Fashion Exchange, The Bentway, Regent Park Film Festival, among others.

### **Job Description**

UforChange is seeking self-motivated, creative, hard-working and eager individual to serve as Graphic Design and Communications intern for a period of 4 months. The intern will use their knowledge and experience to create images, posters, and other visual contents, and post them on our social media platforms. Additionally, the intern will be in charge of writing and editing content for our mailchimp and social media posts. The goal of these tasks is to maintain our program participants, alumni, donors and community members engaged with UforChange.

### **Primary areas of responsibility**

- Develop and post content for UforChange in several social media channels including Facebook, Twitter, YouTube, and Instagram including images, posters, videos, etc.
- Stay on top of best practices for social media and develop new social media strategies for the organization.
- Develop unique campaigns to promote our Core Arts Program and Graphic and Web Development Program 8-month programs, which are ongoing.
- Write and edit content for promotional materials including: mailchimp, reports, etc.

### **Key Requirements**

- Experience using and/or administering campaigns through social media, including: Facebook, Twitter, Mailchimp, Blogger, YouTube, Instagram, and Pinterest.
- Must be proficient in basic design programs including Adobe Creative Suite.
- Excellent verbal and written communication skills.
- Strong experience shooting and editing video preferred.
- Passion for the arts, youth development, and nonprofits organizations.
- Self-motivated and reliable. Ability to work both independently and collaboratively within a team.
- Highly organized and has the capacity to manage multiple projects.
- Familiarity with Google Drive applications and/or Microsoft Office preferred.

### **How to Apply**

To apply, please send a resume and cover letter (in one PDF document) to [info@uforchange.org](mailto:info@uforchange.org) and quote 'Graphic Design and Communications Intern' in the subject line. We thank all those who apply; however, only those selected for an interview will be contacted.

UforChange is an equal opportunity employer. During the recruitment process, applicants have the right to request accommodation. Applicants invited to participate in an assessment process (such as an in person interview) and who require accommodation, should discuss their needs with us in advance.

For more information on UforChange, please visit our website, [www.uforchange.org](http://www.uforchange.org)

# BCPW WORK-INTEGRATED LEARNING EXPERIENCE:

## POTENTIAL WORK PLACEMENTS

### Sample Literary Festivals and Reading Series

- [Book Bash](#) – TIFA Canadian Children’s Literature Festival
- [Canzine](#)
- [Festival of Trees](#) – Children’s Literature Festival
- [The Festival of Literary Diversity \(FOLD\)](#)
- [Pivot Readings](#)
- [Rowers Reading Series](#)
- [Toronto Comic Arts Festival \(TCAF\)](#)
- [Toronto International Festival of Authors \(TIFA\)](#)
- [Toronto Storytelling Festival](#)
- [The Word on the Street](#)

### Sample Literary Organizations

- [Access Copyright](#)
- [Association des Auteurs at Auteurs de l'Ontario Francais](#)
- [Canadian Creative Writers and Writing Programs](#)
- [Canadian Science Writers' Association](#)
- [Canadian Society of Children's Authors, Illustrators and Performers \(CANSCAIP\)](#)
- [Diaspora Dialogues](#)
- [Editors Association of Canada](#)
- [League of Canadian Poets](#)
- [MagNet – Toronto’s Magazine Conference](#)
- [Open Book](#)
- [Ontario Book Publishers Organization](#)
- [PEN Canada](#)
- [Playwrights Guild of Canada](#)
- [Professional Writers Association of Canada \(PWAC\)](#)
- [Writers Guild of Canada](#)
- [The Writers’ Trust of Canada](#)
- [The Writers’ Union of Canada](#)

### Sample Publishers

- [Coach House Press](#)
- [ECW Press](#)
- [HarperCollins Canada](#)
- [House of Anansi Press](#)
- [Penguin Random House Canada](#)
- [Simon & Schuster Canada](#)

### Sample Literary Agencies

- [CookeMcDermid](#)
- [Helen Heller Agency](#)
- [Transatlantic Agency](#)
- [Westwood Creative Artists](#)

### Sample Literary Magazines/Journals

- [Brick: A Literary Journal](#)
- [The Humber Literary Review](#)
- [Joyland Canada](#)
- [The New Quarterly](#)
- [Quill & Quire](#)
- [Taddle Creek](#)
- [The Walrus](#)

### Sample Arts Festivals

- [Hot Docs](#)
- [imagineNATIVE](#)
- [Luminato](#)
- [North by Northeast \(NXNE\)](#)
- [Planet in Focus](#)
- [Regent Park Film Festival](#)
- [Scotiabank CONTACT Photography Festival](#)
- [SummerWorks](#)
- [TD Toronto Jazz Festival](#)
- [Toronto Caribbean Carnival](#)
- [Toronto Fringe Festival](#)
- [Toronto International Dance Festival](#)
- [Toronto International Film Festival \(TIFF\)](#)
- [Weesageechak Begins to Dance Festival](#)

### Sample Non-Profit Organizations

- [Centre for Social Innovation](#)
- [Daily Bread Food Bank](#)
- [First Book Canada](#)
- [Toronto Wildlife Centre](#)

### Sample Businesses:

- [BiblioCommons](#)
- [HelloFresh Canada](#)
- [Inkbox](#)
- [Nascent Digital](#)



Emily Donaldson, Editor  
Canadian Notes & Queries  
1686 Ottawa Street, Suite 100  
Windsor, ON  
N8Y 1R1

The Minister of Training, Colleges and Universities  
c/o The Universities Unit  
900 Bay Street  
7<sup>th</sup> Floor, Mowat Block  
Toronto, ON M7A 1L2

To: The Minister of Training, Colleges and Universities

*Canadian Notes & Queries*, one of Canada's oldest and most respected literary magazines, is pleased to support the Humber College Institute of Technology and Advanced Learning's submission to the Ministry of Training, Colleges and Universities to offer an Honours Bachelor of Creative and Professional Writing.

We have reviewed the proposed concept and course offerings and agree that there is a need for a degree-level program of this nature. We support the program objective to provide students with degree-level education, knowledge and skills in the field of creative and professional writing, allowing them to make meaningful contributions to their chosen field. In ours, magazine publishing, there is an ever-increasing need for individuals with the combination of practical and literary skills described in the proposal.

This is an exciting, highly relevant degree program and we look forward to supporting it once implemented, whether that be via work placements, internships, or guest lectures.

Sincerely,



Emily Donaldson  
Editor, Canadian Notes & Queries

COUNCIL OF  
ONTARIO UNIVERSITIES

CONSEIL DES  
UNIVERSITÉS DE L'ONTARIO

*The COU Statement on Advanced Study at Provincially Assisted Ontario Universities is intended to serve as a guide for answering questions about the eligibility and admissibility of students with undergraduate degrees to university graduate and professional programs.*

**COU Statement on Advanced Study at  
Provincially Assisted Ontario Universities**

Ontario's provincially assisted universities are committed to maintaining high quality graduate and professional programs and to admitting students who are best qualified and most likely to succeed in these programs.

The universities are autonomous and make individual decisions to determine their admission requirements. As enrollment in graduate and professional programs is typically limited in number by institutional and departmental capacity, it is not possible to accept everyone who applies. Thus many applicants who meet the minimum entrance requirements are not admitted to these programs.

Applicants to provincially assisted universities in Ontario are considered for admission on an individual basis in a process whereby the appropriate range of academic and other relevant evidence is weighed.

Each applicant is considered on his or her own merits, according to standards set by each institution, program by program.

Council of Ontario Universities  
December 7, 2006

180 Dundas Street West, Suite 1100, Toronto, Ontario M5G 1Z8  
Tel 416 979-2165 Fax 416 979-8635  
Email [cou@cou.on.ca](mailto:cou@cou.on.ca) Web Site [www.cou.on.ca](http://www.cou.on.ca)

# Invisible

Invisible Publishing  
289 Main St, Ste 1  
Picton, ON K0K 2T0

17 October 2018

Meaghan Strimas, Program Coordinator  
Professional Writing & Communications  
Humber College, Lakeshore Campus  
2 Colonel Smith Park Drive  
Etobicoke, ON M8V 4B6

RE: New Honours Degree in Creative & Professional Writing, Humber College

Invisible Publishing is pleased to support the Humber College Schools of Creative & Performing Arts and Liberal Arts and Sciences proposal to offer an Honours Bachelor of Creative and Professional Writing.

Invisible Publishing is an independent Canadian publishing company of fiction, nonfiction, and poetry. Part of our mandate is to work with up-and-coming writers, both in the books we publish and in the community support we provide. We specifically hire writers who are students or recent graduates for paid writing and editing positions on our Invisiblog, and we produce a number first books each year through our publishing programme.

Additionally, I work as a course director in York University's creative writing degree program; as a graduate of that same program (Honours BA in Creative Writing and Communication Studies, 2004), I can say that having a creative writing degree has opened many professional doors for me throughout my career. Given this, and after reviewing the proposed concept and course offerings, I support the program objective to provide students with degree level education, knowledge and skills in the fields of creative and professional writing.

Both myself as a publisher and creative writing instructor and Invisible Publishing as an organization are prepared to support the program as requested. We will continue to be actively involved with Humber's Bachelor of Creative and Professional Writing program and look forward to its implementation.

Sincerely,



Leigh Nash Publisher

Joe Kertes  
Dean Emeritus  
School of Creative & Performing Arts  
Humber College

October 6, 2018

**Subject: Letter of Support— Honours Baccalaureate in Creative & Professional Writing (BCPW)**

Dear Joe,

I am delighted to receive news regarding the development of the new four-year Baccalaureate in Creative and Professional Writing (BCPW) at Humber College. The program's inclusion with other departments at Humber College's Lakeshore campus in the School of Creative and Performing Arts (SCAPA) will situate students for success by providing professional resources and by connecting them to Humber College's renowned expertise in the arts. The partnership, moreover, between SCAPA and the School of Liberal Arts and Sciences (LAS) will help the proposed BA degree emerge within the domain of existing programs in English and Professional Writing and Communication. Given Humber's history and reputation for the arts, along with the institutional commitment of SCAPA and LAS, and given the great demand for creative writing and professionalization in communicative networks across the GTA, I believe the proposed baccalaureate will provide a valuable opportunity for students to excel in numerous ways.

The reputation of the Humber School of Writers is known widely for its commitment to learning and for connecting students to exceptionally gifted writers of international regard across many creative fields, including Margaret Atwood, Carol Shields, Martin Amis, Edward Albee, and others. The graduates of your current summer workshop and of the one-year graduate correspondence program have been recognized nationally by awards such as the Giller Prize, the Governor General's Award, the Trillium Award, and other public honours. The creative and professional writing Humber offers has provided students not only with the potential for literary and performative success, but also for skills that contribute to the management and marketing of the performing arts in Canada. While many students may dream of becoming internationally recognized authors, the reality of the labour market, and the network connections that make literary arts successful in today's cultural atmosphere, require skills that go beyond traditional arts pedagogy. Because of this, the proposed BA in creative and professional writing will uniquely give students the know-how to approach literary arts with the practical guidance that can lead to successful careers in a number of non-literary contexts. Students will learn career flexibility as they are prepared to find positions in corporate communication departments and government organizations, in print and on-line

publications, and as freelancers in many print, digital, and performative contexts, practicing their art and skill as writers.

I am particularly glad to know that the curriculum will be shared between SCAPA and LAS. Those students who would seek post-graduate education will be served well by courses in literature that relate to the craft of writing and that demonstrate knowledge of literary forms and genres. While career preparation in professional writing provides students with adaptable skills in various marketing and communication positions, the goals of scholarly inquiry supported by our program in the Ryerson Department of English's MA in Literatures of Modernity, and other similar graduate degrees in literature, require applicants whose chief educational determinations are formed through modes of literary analysis. By ensuring BCPW students have access to courses in literature through LAS, those who seek academic graduate education in literature will have the ability to apply for our MA, and we would welcome the diversity of their expertise in writing and professionalization insofar as it connects to the modes of literary inquiry that are central to our program's aims.

I congratulate you on preparing such a compelling and necessary program of study. It will help students develop skills that meet industry needs in the arts and in communication settings across the GTA, Ontario, and Canada. The unique setting, distribution of knowledge mobilization, and interdisciplinary options for students will make this a dynamic and attractive offering for those looking to professionalize their love of the arts through the practical and craft-based reality at the heart of writing and its professional and academic communities.

Please let me know if you have any questions, or if there's anything else I can do to support your effort with the BCPW.

Warm regards,



Dale M. Smith  
Undergraduate Program Director  
and Associate Professor  
Ryerson University  
Department of English

DEPARTMENT OF ENGLISH LITERATURE

310 London Street  
Peterborough, On Canada K9H 7P4

Telephone (705) 748-1011, ex 7733  
Facsimile (705) 748-1823

Joe Kertes  
Dean Emeritus  
School of Creative & Performing Arts  
Humber College

October 7, 2018

Dear Joe Kertes:

I write as the current Director of the English M.A. (Public Texts) program at Trent University to express the program's support for the new initiative being proposed at Humber College: the four-year Baccalaureate in Creative & Professional Writing (BCPW).

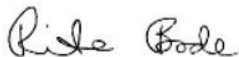
At our September program meeting, the faculty of the Public Texts program reviewed the summary of Humber's new program, and we were all enthusiastic about such an addition to post-secondary studies.

The Public Text's experience of Humber through our collaboration in the graduate program in Creative Book Publishing, established by Cynthia Good, has been excellent. Student satisfaction runs consistently high.

Based on the summary of the new program and our continuing experience with Humber, I can say with confidence that the proposed BA promises an excellent avenue of study for students interested in writing, and, we would certainly welcome applications from graduates of such a program to our graduate program in Public Texts.

Best wishes with the process, and please let me know if we can be of any further help.

Sincerely,



Rita Bode, Ph.D.  
Professor, Department of English Literature  
Acting Director, M.A. in Public Texts Program  
(rbode@trentu.ca)



**UNIVERSITY OF  
CALGARY**

**FACULTY OF ARTS**  
School of Creative and Performing Arts  
Dance Drama Music  
University Theatre Services  
CHD100, 2500 University Drive NW  
Calgary, AB, Canada T2N 1N4  
scpa.ucalgary.ca

September 19, 2018

Professor Clem Martini  
School of Creative and Performing Arts  
University of Calgary  
Ph: 403 220 5095  
Email: [martini@ucalgary.ca](mailto:martini@ucalgary.ca)

Joe Kertes  
Dean Emeritus  
School of Creative and Performing Arts  
Humber College

Dear Joe Kertes,

Thank you for sending me information regarding the proposal advanced by Humber College for a new four-year Baccalaureate in Creative & Professional Writing. This initiative, in which the School of Creative and Performing Arts will partner with the School of Liberal Arts & Sciences' Department of English, seems timely and apt. As described it would marry a number of strengths already evident in these individual programs, and in so doing would deliver an enriched program strategically designed to meet the needs of talented young writers wishing to advance both their potential as creative writers and hone their practical skills for applied communication.

This seems a truly progressive approach that would serve the upcoming generation of writers particularly well. Young people embarking on a writing career today are challenged by changing economic realities and a publishing landscape that is experiencing rapid transformation. The new program would build upon an admirable reputation and skill set that Humber has already established over its many years of operation and provide young people with an education tailored to meet these current conditions.

This initiative seems carefully planned and I am confident it will be of great utility to the next generation of students. I support the development whole-heartedly, and wish it every success.

If I can be of any assistance, please feel free to contact me.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Clem Martini', with a long horizontal flourish extending to the right.

Professor Clem Martini  
School of Creative and Performing Arts  
University of Calgary



English  
UNIVERSITY OF TORONTO

19 September 2018

To Whom It May Concern:

I am writing in enthusiastic support of Humber College's plan to launch a Bachelor's Degree in Creative and Professional Writing.

Humber's School for Writers has long been widely admired for the quality of its faculty and the quality of instruction it offers Creative Writing students. I often recommend its correspondence program to writers who are looking to develop a creative project in close collaboration with an established author. I would similarly endorse a Humber program that offers an undergraduate degree devoted to teaching students the skills involved in creative and professional writing. These fields are closely connected, not least for the graduates of the University of Toronto's MA program in English in the Field of Creative Writing, who often find employment in technical writing, communications, and editorial positions while pursuing careers as literary writers. It would be greatly advantageous for aspiring writers to gain an education in professional writing and creative work concurrently at the undergraduate level, widening their skill-sets and improving their employment prospects upon graduation.

Meanwhile, the plan for the program to include placements in the publishing industry and other fields involving writing will give students invaluable experience while further strengthening their preparation for the workforce.

The proposed Bachelor's Degree strikes me as an ideal collaboration between the School for Writers and the School of Liberal Arts and Sciences, as well as a fine addition to postsecondary education in Ontario, offering a program that, in prioritizing both excellence in creative work and expertise in professional writing, will be unique among Toronto-area institutions and complementary to existing programs.

Yours sincerely,

A handwritten signature in cursive script, appearing to read 'Robert McGill'.

Robert McGill

Associate Professor

Director, MA Program in English in the Field of Creative Writing





**University  
of Victoria**

**Department of Writing**

PO Box 1700 STN CSC  
Victoria BC V8W 2Y2  
Canada  
Tel (250) 721-7306  
[writing@finearts.uvic.ca](mailto:writing@finearts.uvic.ca)

October 8, 2018

To Whom It May Concern:

As Chair of the Department of Writing at the University of Victoria, I am writing in support of the proposed four-year Baccalaureate in Creative & Professional Writing (BCPW) at Humber College.

I have read the summary of the proposal and am familiar with the various creative writing programs across Canada and around the world, as well as the high reputation of The Humber School of Writers' summer workshop and one-year graduate correspondence program. I can affirm that this proposal will meet the needs of students interested in studying creative writing and professional writing and fulfill a strong demand for undergraduate degrees in this field of creative study across Canada and especially in Ontario.

The Humber School of Writers already delivers top-quality academic programming, with highly regarded instructors and faculty, for aspiring creative writers. The combination of creative writing mentorship and professional writing internship uniquely positions the BCPW degree to support the artistic and career success of its graduates.

These BCPW graduates will also be well-positioned to apply to graduate MFA programs in creative writing. At UVic's Department of Writing, we would look favourably on applicants who applied to our MFA program with the rigorous creative and professional training that the proposed BCPW at Humber will provide.

Sincerely,

David Leach  
Chair, Department of Writing  
[writingchair@uvic.ca](mailto:writingchair@uvic.ca), (250) 721-7627



University  
of Windsor

*University of Windsor, Department of English Language, Literature, and Creative Writing*

Oct. 20, 2018

Attn: Joe Kertes  
Dean Emeritus  
School of Creative & Performing Arts  
Humber College  
Toronto, Ontario  
Canada M8V 4B6

Dear Dean Emeritus Kertes,

I am delighted to write this letter of support towards your new four-year Baccalaureate in Creative and Professional Writing (BCPW) at Humber College. I understand that the program is to be located at Humber College's Lakeshore campus in the School of Creative and Performing Arts (SCAPA), and that you expect the first cohort of students in the fall of 2020. The Lakeshore campus is excellently suited for this program and has a wonderful history of literary conferences and events as well as a readily accessible location.

I also understand that to optimize your proficiency and resources in the creation of this new program, SCAPA, which houses the Humber School for Writers, has partnered with the School of Liberal Arts and Sciences' (LAS) Department of English, which already offers a post-graduate program in Professional Writing and Communications. I am equally aware that you are currently preparing a report for the Postsecondary Education Quality Assessment Board, which is positioned to grant you ministerial consent to move forward with the proposed BCPW, and that letters of support are welcome towards gaining full ministerial support.

I have served as a Department Head at both Laurentian University (Algoma, 2001-2004), and at the University of Windsor (2004-2009). I am quite familiar with the excellence of the Humber School of Creative and Performing Arts which has a reputation that is admired across North America. Our English Department at the University of Windsor also features a Creative Writing program at both the undergraduate and graduate levels. Our program has generated many excellent successes, and among our many former students we have numerous prize-winning authors, including novelist, Caroline Adderson, and author, Robin Robertson to name only two. Robin Robertson moved to England upon graduating and since then has won the prestigious Forward Prize, the E.M. Forster Prize, and is now short-listed for the Booker Prize for his novel, *The Long Take*. So, we understand what it takes to build a successful program, and we know that Humber has its share of many great successes.

Humber College has featured some of the finest visiting faculty available, including Margaret Atwood, Carol Shields, Timothy Findley, Mordecai Richler, Martin Amis, Peter Carey, Roddy Doyle and Edward Albee, among many others. Humber's instructors have a history of successfully combining experiential learning with superb contacts in the publishing industry which help enhance the quality of its program. The positive results are clearly evident when considering the continuous successes of former Humber graduates who have garnered a wide range of accolades by winning significant prizes including the Giller Prize, the Governor General's Award, and the Trillium Award among many other achievements.

From pedagogical and industry perspectives, linking your SCAPA and LAS programs is an inspired approach that will undoubtedly generate further successes through your planned creation of a four-year program in Creative and Professional Writing. At the University of Windsor, we have combined theory and practice and have seen excellent success levels among our graduates. Humber has a history of combining theory and practice, and I am highly confident that your combined SCAPA and LAS approach will admirably prepare your students for rewarding careers in marketing, advertising, publishing, editing, communication departments of companies, and government organizations, in print, as well as on-line, with your graduates finding success either as freelancers or full-time employees.

In many ways, your proposed program could qualify as a BFA, but your BCPW designation is quite appropriate due to its practical professional writing aspects. I believe that universities across Canada and Ontario would be happy to consider granting admission to graduates from your new program if those students chose to advance their academic careers. However, I believe the dominant strength in your new BCPW program arises from its combination of class-room experience, theory, and practice which will prepare students admirably for work in a range of professions related to the publishing, editing, and communications fields. As such, I am mostly pleased to see this initiative moving forward. I am sure it will benefit Ontarians. Consequently, I am very pleased to offer this letter providing whole-hearted support!

Sincerely yours,

*K. Jirgens*

Dr. Karl E. Jirgens, Editor/Publisher, *Rampike* Magazine  
Former Head, Dept. of English Language, Literature & Creative Writing  
Chair, Creative Writing Program  
Professor, University of Windsor  
401 Sunset Avenue  
Windsor, Ontario  
Canada N9B 3P4  
PHO: (519) 253-3000 ext. 2310  
FAX: (519) 971-3676  
jjirgens@uwindsor.ca

KJ



**Letter of Support— Humber College Honours Baccalaureate in Creative & Professional Writing (BCPW)**

To Whom It May Concern:

I am writing to express the support of the UBC Creative Writing Program for the proposed Honours Baccalaureate in Creative & Professional Writing at Humber College. The college already has a reputation for excellence in the teaching of writing, and we think that the collaboration between the Liberal Arts & Sciences Department of English and the School of Creative & Performing Arts will make for a particularly well-rounded four year program of craft, practical skills and the study of literature.

We also note the strong connection in the proposal between the study of craft and the communication skills that make graduates of writing programs assets in the workforce, particularly the plan for internship opportunities as well as the significance of the major 'capstone' project.

We believe that, as proposed, this program would be a valuable educational option for students and fit well within the greater community of college and university-level writing instruction in Canada. We would be pleased to consider graduates of this program as potential applicants to our Master of Fine Arts program in Creative Writing.

Sincerely,

A handwritten signature in black ink, appearing to read 'Alix Ohlin', with a long horizontal flourish extending to the right.

Alix Ohlin, Program Chair

3 October 2018

To Whom It May Concern:

I am writing to offer my support for Humber College's proposal to offer a bachelor's degree in Creative and Professional Writing.

My own affiliation with Humber College goes back to the earliest years of the Humber School for Writers, when I began teaching as a regular in their summer program. That program was a milestone for this country and truly set the standard for what a creative writing program could be, both in the level of faculty it attracted and in the range of instruction it offered in the practical aspects of being a professional writer. Even as an instructor I found the program a tremendous learning experience, through the exposure I got to writers at the top of their field and the chance I got to listen to professionals in the publishing industry advise young writers.

In addition to teaching in the Humber School's summer program I have taught in its correspondence program and in Humber's school of journalism. In my experience, Humber's particular strength in its approach to creative writing is its avoidance of the ivory tower mentality that sometimes prevails in university-level creative writing programs. From the start, Humber's approach to creative writing has been that of preparing young writers for the actual world of writing and publishing, both by ensuring that students get taught by working writers and by giving them the tools to deal with the practical aspects of working as professional writers.

It is precisely that emphasis on preparing students for the real world that suits Humber so well to its proposed bachelor's degree in creative and professional writing. Creative writing programs have burgeoned over the past decades, but very few consider that a career in writing will require a range of skills and knowledge and will almost always involve taking on a variety of different projects to make ends meet. Humber's proposed program therefore seems to fill a niche that badly needs filling.

I believe Humber is exactly the right school to take on a program of this sort and offer my fullest support for their proposal.

Sincerely,



Nino Ricci  
Professor  
Alice Munro Chair in Creativity



**Toronto  
International  
Festival of  
Authors**

November 2, 2018

Meaghan Strimas  
Program Coordinator  
Professional Writing & Communications  
Humber College, Lakeshore Campus  
20 Colonel Smith Park Drive  
Etobicoke, ON M8V 4B6

Dear Ms. Strimas,

The Toronto International Festival of Authors (TIFA) is pleased to support the Humber College School of Creative & Performing Arts and the School of Liberal Arts & Sciences' Department of English submission to the Ministry of Training, Colleges and Universities to offer an Honours Baccalaureate of Creative and Professional Writing.

The Toronto International Festival of Authors (TIFA) places Canada on the world stage in terms of its excellence in literary festival presentation. TIFA's mandate is to increase general awareness, appreciation and enthusiasm for contemporary international literature; showcase the richness and diversity of Canadian literature; provide Canadian and international authors a forum to meet and exchange ideas; and act as a catalyst for literary programming catered to audiences of diverse backgrounds and demographics.

TIFA runs a variety of programs year-round: the eleven-day Festival in October, Lit On Tour (the Festival's touring program taking place in locations across Ontario), the International Visitors (IV) Program (the book industry's forum for networking and rights acquisition), Toronto Lit Up (a book-launch series taking place throughout the year) and partnered events including The Word On The Street and Forest of Reading Festival of Trees.

We have reviewed the proposed concept and course offerings and concur that there is a need for a degree level program of this nature. We support the program objective to provide students with degree level education, knowledge and skills in the field Creative and Professional Writing. As a major stakeholder in the world of books, we feel that the proposed Honours Degree will be instrumental in creating successful professional writers.

235 Queens Quay West,  
Toronto, ON M5J 2G8  
Canada

FestivalofAuthors.ca

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**In Memoriam**

Avic Bennett

**Registered Charity**  
#881 040985RR0001



# Toronto International Festival of Authors

235 Queens Quay West,  
Toronto, ON M5J 2G8  
Canada

FestivalofAuthors.ca

Our organization is prepared to support the program by potentially hiring a graduate and providing work placement opportunities for students. Our staffs are willing to act as mentors and/or serve as guest lecturers, if applicable.

We firmly believe that this programme will give students the appropriate tools to seek a variety of career opportunities in publishing and other communications-related industries. TIFA will continue to be actively involved with Humber's Creative and Professional Writing program and look forward to its implementation.

Sincerely,

Geoffrey E. Taylor  
Director, Toronto International Festival of Authors

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Geoffrey E. Taylor  
Westwood Creative Arts  
Sybil Wilkinson  
Kate Zeidler

#### In Memoriam

Avie Bennett

Registered Charity  
#2281040985RR0001

# Quill & Quire

Alison Jones, Publisher  
Quill & Quire  
320-111 Queen Street East  
Toronto, ON  
M5C 1S2

25 October 2018

Meaghan Strimas, Program Coordinator  
Professional Writing & Communications  
Humber College, Lakeshore Campus  
2 Colonel Smith Park Drive  
Etobicoke, ON  
M8V 4B6

Dear Meaghan Strimas:

On behalf of *Quill & Quire*, I am pleased to support the submission to the Ministry of Training, Colleges and Universities by the Humber School of Creative & Performing Arts to offer an Honours Baccalaureate of Creative and Professional Writing.

Quill & Quire is Canada's book trade magazine. Read by publishing and book industry across the country its mission is to inform the book industry about important issues such as copyright and to provide a survey of the state of Canadian literature.

The ability to write and communicate effectively and with integrity is of the utmost importance to Canada's culture, and its institutions and businesses. It is why this unique program is so valuable. Combining the two disciplines of creative writing and professional writing will serve to improve the quality and raise standards while also broadening the career opportunities of graduates.

The course outline is thorough and provides balance between the disciplines. I am fully in agreement that there's a need for a degree level program of this nature and can fully support the program objective to provide students with degree level education, knowledge and skills in the combined fields of creative and professional writing.

We will continue to be actively involved with Humber's Honours Baccalaureate of Creative and Professional Writing in the following ways: hiring senior-level students and graduates, participating as guest lecturers, and highlighting the degree and potential of its graduates to the publishing industry.

Sincerely,

Alison Jones





269 Gerrard Street East, Second Floor, Toronto, ON M5A 2G3

Meaghan Strimas, Program Coordinator  
English and Professional Writing & Communications  
Dept. of English, School of Liberal Arts & Sciences  
Humber College Institute of Technology & Advanced Learning  
3199 Lakeshore Blvd. West, Room A114-E

February 20, 2016

Dear Meaghan,

It was nice to speak to you the other day about the exciting new program taking shape at Humber College. The program goals seem like an ideal fit for Story Planet and our needs. We always have a need for well trained writers in our organization; all of our workshops are led by writers of many ilks, from journalists to creative writers, and all of our volunteers have an interest in writing and art. We also have a pressing need for writers who can deploy creativity to a material end through the crafting of marketing and social media messaging.

We sincerely hope your program moves forward and that we can work together to build a mutually beneficial partnership.

Thanks so much.

Liz Haines

Executive Director



**HUMBER**

**Policies**

Humber’s policies and procedures are reviewed on a regular basis. The following chart outlines current and updated policies.

**Admission, Promotion, and Graduation**

<b>Title of Policy/ Procedure</b>	<b>Section</b>	<b>Date of Approval</b>	<b>Status</b>	<b>Approving Body</b>
Admission Requirements and Academic Regulations	Section 5.1.a <i>Eligibility Categories Criteria for Degrees</i>	July 12, 2019	Updated	Academic Framework Committee
Admission Requirements and Academic Regulations	Section 11.1 <i>Promotion &amp; Progression Requirements</i>	July 12, 2019	Updated	Academic Framework Committee
Admission Requirements and Academic Regulations	Section 7.9 <i>Experiential Learning</i>	July 12, 2019	Updated	Academic Framework Committee
Admission Requirements and Academic Regulations	Section 13.2 <i>Graduation Requirements</i>	July 12, 2019	Updated	Academic Framework Committee
Admission Requirements and Academic Regulations	Section 17.0 <i>Academic Misconduct</i>	July 12, 2019	Updated	Academic Framework Committee
Admission Requirements and Academic Regulations	Section 18.0 <i>Grade Review &amp; Academic Appeal</i>	July 12, 2019	Updated	Academic Framework Committee
Admission Requirements and Academic Regulations	Section 6.0 <i>Recognition of Previous Learning</i>	July 12, 2019	Updated	Academic Framework Committee
Admission Requirements and Academic Regulations	Section 6.11 <i>Prior Learning Assessment and Recognition (PLAR)</i>	July 12, 2019	Updated	Academic Framework Committee

## Program Delivery

Policy/Procedure	Name of Policy/ Procedure	Changes in Policy/Procedure	Date of Approval	Approval
Quality assurance of program delivery method(s)	Program Review Policy	Under review	Jan 4, 2013	Vice President Academic
	Program Review Procedure	Under review	Feb 28, 2013	Vice President Academic
	Faculty Evaluation and Professional Development Policy	Under review	Jan 4, 2013	Vice President Academic
	Faculty Evaluation Procedure	Under review	Jan 4, 2013	Vice President Academic
	Academic Freedom Policy	Under review	Dec 3, 2012	Vice President Academic
Mechanisms and process for student feedback regarding program delivery	Student Feedback Questionnaire Policy	Under review	Jan 4, 2013	Vice President Academic
Professional development of faculty including the promotion of curricular and instructional innovation as well as technological skills	Faculty Evaluation and Professional Development Policy	Under review	Jan 4, 2013	Vice President Academic
	Academic Professional Development Leave Policy	Updated	Dec 6, 2016	Senior Vice President, Academic
	Academic Professional Development Leave Procedure	Updated	Dec 6, 2016	Senior Vice President, Academic

<b>Policy/Procedure</b>	<b>Name of Policy/ Procedure</b>	<b>Changes in Policy/Procedure</b>	<b>Date of Approval</b>	<b>Approval</b>
Distance education if such components are part of the program	N/A			

### **Capacity to Deliver**

<b>Policy/Procedure</b>	<b>Name of Policy/ Procedure</b>	<b>Changes in Policy/Procedure</b>	<b>Date of Approval</b>	<b>Approval</b>
Academic/professional credentials required of present and future faculty teaching courses in the program	Faculty Academic/Professional Credential Requirements Policy	Under review	Nov 15, 2012	Vice President Academic
	Appointment of Adjunct Professors Policy	Under review	June 25, 2012	Vice President Academic
	Appointment of Adjunct Professors Procedures	Under review	June 25, 2012	Vice President Academic
Academic/professional credentials required of present and future faculty acting as research/clinical/exhibition supervisors in the program	Faculty Academic/Professional Credential Requirements Policy	Under review	Nov 15, 2012	Vice President Academic
	Appointment of Adjunct Professors Policy	Under review	June 25, 2012	Vice President Academic
	Appointment of Adjunct Professors Procedures	Under review	June 25, 2012	Vice President Academic
	Integrity in Research and Scholarship Policy	Under review	March 18, 2013	Vice President Academic
	Integrity in Research and Scholarship Procedures	Under review	March 18, 2013	Vice President Academic

<b>Policy/Procedure</b>	<b>Name of Policy/ Procedure</b>	<b>Changes in Policy/Procedure</b>	<b>Date of Approval</b>	<b>Approval</b>
	Research Contracts and Fund Administration Procedure	Under review	Feb 25, 2013	Vice President Academic
	Research Grant Applications and Fund Administration Policy	Under review	Feb 25, 2013	Vice President Academic
The requirement to have on file evidence, supplied directly to the college by the granting agency, of the highest academic credential and any required professional credential claimed by faculty members	Faculty Academic/Professional Credential Requirements Policy	Under review	Nov 15, 2012	Vice President Academic
	Appointment of Adjunct Professors Policy	Under review	June 25, 2012	Vice President Academic
	Appointment of Adjunct Professors Procedures	Under review	June 25, 2012	Vice President Academic
The regular review of faculty performance, including student evaluation of teaching and supervision	Faculty Evaluation and Professional Development Policy	Under review	Jan 4, 2013	Vice President Academic
	Faculty Evaluation Procedure	Under review	Jan 4, 2013	Vice President Academic
	Student Feedback Questionnaire Policy	Under review	Jan 4, 2013	Vice President Academic
The means for ensuring the currency of faculty knowledge in the field	Faculty Evaluation and Professional Development Policy	Under review	Jan 4, 2013	Vice President Academic
	Faculty Evaluation Procedure	Under review	Jan 4, 2013	Vice President Academic
Faculty teaching and supervision loads	CAAT Academic Employees Collective Agreement	Updated	Effective Oct 1 2017 to Sept 30 2021	College Employer Council and Ontario

Policy/Procedure	Name of Policy/ Procedure	Changes in Policy/Procedure	Date of Approval	Approval
				Public Service Employees Union
Faculty availability to students	CAAT Academic Employees Collective Agreement	Updated	Effective Oct 1 2017 to Sept 30 2021	College Employer Council and Ontario Public Service Employees Union

### Internal Quality Assurance and Development

Policy/Procedure	Name of Policy/ Procedure	Changes in Policy/Procedure	Date of Approval	Approval
Internal periodic review of the program	Program Review Policy	Under review	Jan 4, 2013	Vice President Academic
	Program Review Procedure	Under review	Feb 28, 2013	Vice President Academic

### Academic Freedom and Integrity

Policy/Procedure	Name of Policy/ Procedure	Changes in Policy/Procedure	Date of Approval	Approval
Academic freedom	Academic Freedom Policy	Under review	Dec 3, 2012	Vice President Academic
	Admission Requirements and Academic Regulations: Section 16.0 Academic Freedom	Updated	July 12, 2017	Academic Framework Committee
Academic honesty and the college's plan for informing faculty and students about, and ensuring their	Academic Honesty of Faculty and Staff Policy	Under review	Nov 23, 2012	Vice President Academic

<b>Policy/Procedure</b>	<b>Name of Policy/ Procedure</b>	<b>Changes in Policy/Procedure</b>	<b>Date of Approval</b>	<b>Approval</b>
compliance with, policies pertaining to academic honesty				
	Allegations of a Breach of Academic Honesty of Faculty and Staff Procedure	Under review	Nov 23, 2012	Vice President Academic
	Admission Requirements and Academic Regulations: Section 17.0 Academic Misconduct	Updated	July 12, 2017	Academic Framework Committee
	Integrity in Research and Scholarship Policy	Under review	March 18, 2013	Vice President Academic
	Integrity in Research and Scholarship Procedures	Under review	March 18, 2013	Vice President Academic
The ownership of intellectual products of its employees and students	Intellectual Property Policy	Under review	Sept 20, 2013	Vice President Academic
	Intellectual Property Procedure	Under review	Sept 20, 2013	Vice President Academic
Research involving humans and /or animals, and the management of research funds	Integrity in Research and Scholarship Policy	Under review	March 18, 2013	Vice President Academic
	Integrity in Research and Scholarship Procedures	Under review	March 18, 2013	Vice President Academic
	Research Contracts, Grants and Fund Administration Policy	Under review	Feb 25, 2013	Vice President Academic



<b>Policy/Procedure</b>	<b>Name of Policy/ Procedure</b>	<b>Changes in Policy/Procedure</b>	<b>Date of Approval</b>	<b>Approval</b>
	Research Grant Applications and Fund Administration Procedure	Under review	Feb 25, 2013	Vice President Academic
	Research Contracts and Fund Administration Procedure	Under review	Feb 25, 2013	Vice President Academic
	Ethical Conduct for Research Involving Animals Policy	Under review	Sept 24, 2012	Vice President Academic
	Ethical Conduct for Research Involving Humans Policy	Under review	July 5, 2012	Vice President Academic
	Procedures for Ethical Conduct for Research Involving Humans	Under review	June 15, 2011	Vice President Academic
	Research Involving Biohazardous and Radioactive Materials Policy	Under review	Sept 24, 2012	Vice President Academic

### **Student Protection**

<b>Policy/Procedure</b>	<b>Name of Policy/ Procedure</b>	<b>Changes in Policy/Procedure</b>	<b>Date of Approval</b>	<b>Approval</b>
The resolution of students' academic appeals, complaints, grievances, and/or other dispute	Admission Requirements and Academic Regulations: Section 18.0 Grade Review and Academic Appeal	Updated	July 12, 2017	Academic Framework Committee

<b>Policy/Procedure</b>	<b>Name of Policy/ Procedure</b>	<b>Changes in Policy/Procedure</b>	<b>Date of Approval</b>	<b>Approval</b>
Student dismissal	Admission Requirements and Academic Regulations: Section 17.0 Academic Misconduct	Updated	July 12, 2017	Academic Framework Committee

# 2019-2020

## HUMBER COLLEGE INSTITUTE of TECHNOLOGY and ADVANCED LEARNING July 12, 2019

### 1.0 PURPOSE

The purpose of the *Humber Admission Requirements and Academic Regulations* (the *Academic Regulations*) is to document and provide a framework for policies and procedures related to the admissions, registration, progression, graduation, and academic requirements of their program of study for the programs of study at Humber College Institute of Technology and Advanced Learning (hereafter referred to as “Humber” or “the College”). In addition, this document outlines the requirements of all Humber students to fulfill and uphold their academic responsibilities for the duration of their program. Furthermore, the *Academic Regulations* provide an outline of the processes involved in resolving issues when informal resolution is not possible.

The policies and procedures outlined in the *Academic Regulations* are exclusive to Humber students and are not intended for students registered at the University of Guelph-Humber (hereafter referred to as “Guelph-Humber”) or the University of New Brunswick- Humber Collaborative Nursing program unless specifically stated.

### 2.0 SCOPE

The *Academic Regulations* apply to all faculty, staff and all (prospective, confirmed, and registered) students of the College from the time of application to a course or program through to completion of the course or graduation from the program, where these activities or actions are a component of the relationship between the (prospective) student and the institution. Non-credit general interest courses with open admission are not covered under these regulations; those courses are covered in the specific course outline for each course.

The policies and procedures contained within this document apply to all students registered in any Humber course or any program offered by the College, in any location or in any format. In addition to these *Academic Regulations*, there may be *Supplemental Regulations* that may apply and be administered by the Academic Faculty or program area. It is the responsibility of students to familiarize themselves with the applicable requirements that may apply within their Faculty or program. At times, the individual circumstances of a particular campus or a particular program may require a minor variation in procedure. These will be communicated to students at the commencement of the program or particular course.

The *Academic Regulations* do not supersede or negate any rights or responsibilities provided by law, and do not seek to limit the rights or freedom of expression as provided by law; however, behaviour that interferes with Humber’s operations, a student’s ability to learn and successfully graduate, and/or the academic integrity of the institution, is unacceptable and is addressed in part within this document.

**Note:** Decisions on whether a violation of the *Academic Regulations* has occurred will be based upon a review of evidence provided by the parties involved, gathered by the investigator and assessed on the standard of balance of probabilities.

**Disclaimer:** The policies and procedures contained within this document are current at the time of publication. Where changes occur, Humber will endeavor to communicate these changes immediately to

students and provide them with as much advance notice as possible. Information on recent changes can be obtained from the Office of the Registrar.

## 3.0 RELATED POLICIES, PROCEDURES, and CODES

In addition to these *Academic Regulations*, there are a number of academic program and institutional policies, procedures, and codes that may apply and which may be administered by the Academic Faculty or area where the rules originate. Policies can be found at <http://humber.ca/policies>.

### 3.1 Related Policies

Use of the following Humber policies, procedures, and/or codes may be required in conjunction with administration of the *Academic Regulations*:

- Academic Freedom Policy
- Academic Honesty of Faculty and Staff Policy and Procedure
- Accessibility Policy
- Accessible Customer Service Policy
- Code of Ethics
- Code of Student Conduct
- Copyright Policy
- Human Rights Policy and Procedure
- Intellectual Property Policy and Procedure
- Integrity in Research and Scholarship Policy and Procedure
- Midterm and Final Grade Submission Policy
- Program Suspension/Cancellation Policy
- Student Support and Intervention: Non-Academic Voluntary/Involuntary Withdrawal Policy and Procedure

### 3.2 Multiple Policies, Procedures, or Codes

In some instances the actions of a student may violate more than one Humber policy, procedure, or code. Where multiple internal policies, procedures, or codes apply, those responsible for initiating the processes will confer to determine which college policies, procedures, or codes should be applied first, whether multiple procedures are warranted and which takes precedence (for example, in an instance where both the Humber *Academic Regulations* and the *Code of Student Conduct* are violated). To the extent that there is any conflict or overlap between the provisions of any applicable policies, codes, or regulations, such conflict will be resolved by consultation between the parties responsible for the administration of the relevant policies, procedures, or codes.

## 4.0 RIGHTS, ROLES, and RESPONSIBILITIES

### 4.1 Student Rights

All Humber community members have rights that are protected under the Ontario Human Rights Code as well as the Canadian Charter of Rights and Freedoms. These rights are subject to limitations as described by law and some activities (rights) that are acceptable in a public place may not be appropriate in certain contexts in an institution of higher education.

Students have a right to have these *Academic Regulations* as well as all other Humber policies and procedures adhered to, in order to ensure an ethical, positive, and optimal learning environment based on procedural fairness and academic integrity.

Students have a right to procedural fairness in the investigation and determination of responsibility as it relates to these *Academic Regulations*. These rights include:

- a. the right to a fair hearing including being made aware of and given an opportunity to respond to, correct or contradict any evidence available, in person and/or in writing;
- b. the right to appeal based on the conditions explained in [the “Appeals” section of the \*Academic Regulations\*](#); and
- c. the right to have an advisor or support person of their choice present at any hearing or meeting, if desired.

## 4.2 Roles and Responsibilities

### All Community Members: Responsibility to Report

All Humber community members are expected to report incidents that are in contravention of these *Academic Regulations* when there may be any risk of academic dishonesty or otherwise fraudulent misrepresentation of a (prospective) student’s credentials, skills, or academic work submitted for evaluation.

Humber community members may inform any staff or faculty member of a violation, and they in turn will provide the information to the Office of the Registrar, who will take any action required, and, in cooperation with the associated Academic Faculty and other Departments, initiate any investigative process in order to fully address the misconduct or misrepresentation.

### Students

All students have a responsibility to be aware of the academic policies and procedures that govern the admissions, registration, progression, graduation, and academic requirements of their program of study. Where these policies and procedures are violated and not resolvable informally, formal processes will be engaged.

### Academic Faculties

Incidents of academic misconduct will require more formal and/or documented follow-up with a designate of the related Academic Faculty, in accordance with the Faculties and/or Humber’s policies and procedures. Incidents which come to the attention of the Associate Dean and which warrant a formal letter will be communicated to the Office of the Registrar.

### Office of the Registrar

The Office of the Registrar is responsible for administering the policies and procedures outlined herein. Academic appeals that cannot be resolved through the Faculty-level appeal process require the support of the

Office of the Registrar. ([see Section 18](#)).

## Office of Student Success and Engagement

Investigation and incidents of academic misconduct that cannot be informally resolved may require the support of the Office of Student Success and Engagement, through the provision of a student advisor, during the academic appeal process. ([see Section 18](#))

# 5.0 ADMISSION

## Admission Requirements

In order to give College applicants the greatest opportunity for success, their suitability for admission to a program will be assessed and considered based on a range of factors including their academic history and credentials. Each Humber program has academic, language, and residency requirements that applicants must satisfy in order to be admitted to that program. Specific admission requirements may vary from program to program. Details of the program-specific academic or secondary requirements are referenced in the College Calendar.

Since applicants may be ranked based on a range of factors, meeting the minimum requirements for admission in any one year does not guarantee acceptance into a Humber program in a following year, as applicants are competing with others in the applicant pool for each admissions term. Admission is competitive and will be based on the applicant's overall qualifications and the availability of space in the program.

Applicants may apply in one of the three categories identified in [Section 5.1, Applicant Categories](#).

## Equivalent Admission Requirements

Applicants who attended secondary school in another province or country must provide documentation as proof of their credentials' academic equivalency to the Ontario Secondary School Diploma (OSSD).

## Conditional Offers of Admission

In some cases, a student's offer letter will stipulate conditions that need to be satisfied in order for Humber to complete the offer of admission. Terms of the conditional offer of admission, as stated in the offer letter, must be met prior to beginning studies at Humber, or as otherwise stated in the offer letter. Failure to complete the conditional requirements will result in withdrawal from the program by the Admissions Office.

## Readmission to Program of Study

For information on interruption of studies and subsequent requests for readmission to programs, see [Section 11.3, Readmission to Program of Study](#).

# 5.1 Eligibility Categories and Criteria

The following section outlines the admission categories and general eligibility criteria for each credential.

## 5.1.a Eligibility Categories Criteria for Degrees

### Degree - Secondary School Graduate

Applicants must possess:

- a. an Ontario Secondary School Diploma (OSSD) or equivalent;
- b. a minimum average of 65% including Grade 12 University English or OAC English 1, or equivalent; and
- c. six Grade 12 University or University/College (U or M) courses;
- d. a final grade of not less than 60% in each of the published subject requirements for the applicant's program of interest.
- e. Has not previously attempted any postsecondary studies.

### Degree - Mature Student Applicants

Applicant must:

- a. be at least 21 years of age on the first day of classes;
- b. not have graduated from secondary school;
- c. have been away from secondary school studies for at least two (2) years;
- d. not have previously attempted any postsecondary studies;
- e. possess the published secondary school subject requirements, or equivalents, and meet the minimum admission average of 65% based on these subjects;
- f. submit official copies of transcripts for her/his secondary school grades, or any other academic work

### Degree - Transfer Student Applicants

Applicants, who have undertaken previous full-time postsecondary studies, will be considered as a Transfer Student applicants. Criteria for consideration for admission of Transfer Students are determined by level of previous study and outlined below.

#### 1. Previous Studies in a Bachelor's Degree Level Program

An application will normally be considered for admission provided the applicant meets *each* of the following criteria.

- a. The applicant possesses an Ontario Secondary School Diploma (OSSD) with the specific published subject requirements, or equivalents, for the program of interest.
- b. The applicant has completed at least one (1) year of study at the postsecondary level.
- c. The applicant is eligible to return to her/his most recent institution in good standing. If the student is ineligible to return to continue studies, the student's application will not be considered for admission until the period of rustication has expired.

#### 2. Previous Studies In a Diploma or Certificate Level Program

If the applicant has previously been admitted to a postsecondary program that did not require him/her to meet OSSD requirements, with the published subject requirements, the applicant may still be considered for admission, provided the applicant meets each of the following criteria.

1. The applicant possesses the specific published subject requirements, or equivalents, for the program of interest.
2. The applicant has demonstrated her/his ability to study at the degree level through *one* of the following:

- completion of at least one (1) year of a college diploma level program with a minimum average of 65% or equivalent, including all attempted courses; or
- completion of a *General Arts and Science, College or University Transfer Program* in an Ontario college or university with a minimum average of 65%, or equivalent; or,
- completion of an Ontario College Certificate program with a minimum average of 65%. Typically, pre-postsecondary certificate programs will not be considered.
- A transfer student's application will be considered for admission in competition with other applicants. More information can be found online: <http://humber.ca/transferoptions>

Students, who fail to disclose previous postsecondary studies and are admitted based on incomplete information, will be subject to a disciplinary hearing, the results of which may be expulsion from Humber.

International credentials and English proficiency will be validated to Canadian standards. Refer to the *English Language Proficiency Policy* for more information. Meeting the minimum requirements does not guarantee admission to the program.

## **5.1.b Eligibility Categories and Criteria for Postsecondary Diplomas and Certificates**

### **Diploma and Certificate - Secondary School Graduate**

Applicant must possess:

- an Ontario Secondary School Diploma (OSSD) or equivalent;
- published academic and secondary requirements for the applicant's program of interest; and
- admission cut-offs and grades required for published subject requirements which will vary from program to program.

### **Diploma and Certificate - Mature Student Applicants**

An applicant, who does not possess the minimum academic admission requirements but can demonstrate the potential to study at the postsecondary diploma or certificate level, may be considered for admission as a Mature Student provided the applicant:

- a. will be at least 19 years of age at the beginning of the term in which studies will commence; and
- b. has not graduated from secondary school with the required Grade 12 credits.

International credentials and English proficiency will be validated to Canadian standards. Refer to the *English Language Proficiency Policy* for more information. Meeting the minimum requirements does not guarantee admission to the program.

## **5.1.c Eligibility Categories and Criteria for Ontario Graduate Certificates**

### **Ontario Graduate Certificate - Secondary School Graduate**

Applicants, who possess only an Ontario Secondary School Diploma (OSSD), or equivalent, are not eligible to apply for Ontario Graduate Certificates.

### **Ontario Graduate Certificate - Mature Student Applicants**



Applicants who do not possess an undergraduate degree or a completed College diploma, as outlined in Humber's College Calendar, may be considered for admission to an Ontario Graduate Certificate program. Individuals must possess some postsecondary education plus significant, related, work experience. Documentation and a personal interview may be required.

## **Ontario Graduate Certificate – Transfer Student Applicants**

Applicants seeking admission to Ontario Graduate Certificate programs must possess either an undergraduate degree or a College diploma, as outlined in Humber's College Calendar, to be eligible for admission. Students who do not possess a completed credential may be considered as mature students for admission. Additional program-specific admission requirements for each of the Ontario Graduate Certificate programs are published in the College Calendar.

International credentials and English proficiency will be validated to Canadian standards. Refer to the *English Language Proficiency Policy* for more information. Meeting the minimum requirements does not guarantee admission to the program.

### **5.1.d Eligibility Categories and Criteria for General Interest Courses**

For most postsecondary courses, including those offered evenings and weekends a student must be 19 years of age or possess an Ontario Secondary School Diploma (OSSD) or equivalent. For many of the general interest courses offered, the above qualification normally does not apply. Refer directly to the Course Calendar and specific courses for admission requirements.

Humber reserves the right to determine a minimum literacy and language proficiency level as a prerequisite to any course. In some cases, students will be required to complete placement testing prior to being able to register for classes, as in the case with English and math courses. Students who are unable to meet an acceptable level of applicable verbal and written skills will be withdrawn from the course/program until the acceptable literacy level is achieved.

### **5.1.e Eligibility Categories and Criteria for Academic Upgrading and Apprenticeship**

#### **Academic Upgrading**

Academic Upgrading provides learners with the opportunity to improve their English, math and/or science skills in order to meet the admission requirements for further post-secondary studies at the diploma or certificate levels. Fully funded by the Ministry of Training, Colleges and Universities, this program may be suited to individuals who are unemployed, out of school, and/or who want to improve their reading and writing skills in order to explore different employment opportunities.

To be eligible for Academic Upgrading, learners must be 19 years of age or older, a resident of Ontario, and legally able to work in Ontario. Meeting eligibility requirements does not guarantee admission to Academic Upgrading.

Contact the School of Liberal Arts and Sciences for specific admission requirements and intake processes, including dates for information and assessment sessions. More information can be found online: <http://humber.ca/liberalarts/programs/academic-upgrading>.

#### **Apprenticeship**

Apprenticeship is an on-the-job training program for people who want to work in a skilled trade or occupation and includes learning new skills from skilled journeypersons as well as classroom instruction. The Ministry of Training, Colleges and Universities (MTCU) contracts Humber to deliver the in-school portion of certain apprenticeship programs.

Students must find an employer and be approved by the MTCU prior to being approved for admission by the College. Some apprenticeships are regulated by the *Trades Qualification and Apprenticeship Act*. Applicants are required to register through their local Apprenticeship Branch Office of the MTCU.

To be eligible for the program, applicants must meet the specific and varied admission requirements for the program in question. More information and detailed admission requirements are published in the College Calendar by program.

## 5.2 Denied Admissions

Humber reserves the right to deny admission if an Applicant's previous academic progress, academic history or conduct has been unsatisfactory. Admission may also be denied to students who have financial accounts that are in arrears with the College. Applicants denied admission for the reasons noted above, may submit a letter indicating how their circumstances have changed and/or documentation that supports their ability to undertake postsecondary studies to be reviewed by the Admission Review Committee.

Prior to reapplying, applicants must comply with any academic requirements and/or non-academic sanctions that were previously identified by Humber, such as withdrawn or suspended from Humber, withdrawn or suspended from a specific program and/or withdrawn or suspended from a program with common curriculum.

## 5.3 English Language Proficiency Policy

Since most activities (lectures, seminars, laboratories, clinical, and work placements) at Humber are conducted in English, it is essential that all students possess the writing, reading, listening, and speaking skills necessary to cope with the rigors of the academic curriculum and successfully complete the practical (co-operative, clinical, field placement, work term, etc.) components of their programs.

If a student's first language is not English, or if a student's previous education has not been conducted in English, the student will be required to demonstrate acceptable proficiency in English by undertaking and submitting the results of one of a range of English language proficiency tests. Specific details of these requirements can be found in the [English Language Proficiency Policy](#).

## 5.4 International Student Admission

Applicants applying from outside Canada must review and adhere to admission requirements and equivalencies by country. The requirements, equivalencies and process can be found [here](#).

### Admission Requirements

International applicants must provide proof that they meet English language proficiency requirements. This can be demonstrated through various tests (i.e. TOEFL, IELTS, CAEL, MELAB). *Transcripts, TOEFL, IELTS, CAEL and MELAB scores must be original or attested copies.* Refer to the *English Language Proficiency Policy* for more information and further acceptable tests and scores.

Additional program-specific requirements can be found in the program pages of the postsecondary and postgraduate calendars. Admission requirements are subject to change without notice.

## Conditional Acceptance through English for Academic Purposes

Students who do not meet Humber's English language requirements may satisfy these requirements through completion of the [English for Academic Purposes \(EAP\) program](#).

EAP students may be granted conditional acceptance into many of Humber's certificate, diploma, degree, and Ontario graduate certificate programs after successful completion of the program as stated in the *English Language Proficiency Policy*.

## 5.5 Admission Appeals

An applicant who has been refused admission to a Humber program has the right to request an appeal within ten (10) business days of the admission decision. Such requests must be made in writing to the Associate Registrar, Enrolment Services. Information can be found [here](#).

## 6.0 RECOGNITION of PREVIOUS LEARNING

Humber's strives to support the development of pathways for students and maximize student mobility. The primary purpose of recognizing previous post-secondary learning is to increase student access to post-secondary education at Humber by facilitating mobility within and between other recognized institutions and Humber. When possible, Humber will maximize a student's ability to satisfy program requirements through transfer credit.

Humber's Transfer Credit Policy is aligned with the Ministry of Training, Colleges and Universities (MTCU) student mobility strategic plan, which supports a transparent and consistent transfer credit framework that will ensure student mobility success

Once the applicant has been approved for admission, the applicant may apply to have Humber assess previous postsecondary credentials for possible credential recognition, transfer of credit, and block transfer credit into a program (see [Section 6.1 Definitions](#)). The student may also apply to have previous formal or informal learning recognized through the Prior Learning Assessment and Recognition (PLAR) processes. All requests for Transfer Credit, Block Transfer Credit and PLAR require the proper application form(s) and documentation and payment of any applicable fees, where appropriate.

Graduates from the same MTCU-approved programs will be awarded equal block transfer credit regardless of the originating institution. If a student has attended postsecondary institutions outside of the province of Ontario, the student's transfer credit will be assessed on an individual basis.

In all transfer credit arrangements the academic integrity of Humber's courses and programs will be protected and preserved.

## 6.1 Definitions

**Articulation:** The process of assessing courses or programs offered at other institutions to determine whether to grant credit towards the earning of a Humber post-secondary credential. Articulation is therefore the process, while Block Transfer Credit or Transfer Credit is the end result.

**Articulation Agreement:** A formally recognized agreement between Humber and a sending or receiving institution that specifies the terms and conditions enabling students to transfer between specific programs.

**Block Transfer:** The granting of a block of credit for the completion of a group of courses, typically based on the completion of an approved credential or program, from Humber or another institution.

**Grouped Credit:** The credit awarded when two or more courses must be combined in order to obtain Transfer Credit.

**Transfer Credit:** The granting of credit for coursework undertaken at another recognized institution

## 6.2 Recognized Institutions

Humber considers the following as “recognized” for the purposes of evaluating transfer credit and awarding block transfer credit:

- a. Member institutions of the Ontario Council on Admission and Transfer (ONCAT)
- b. Canadian public post-secondary institutions
- c. Universities Canada member institutions
- d. International institutions considered accredited or recognized in their country, as determined by the Office of the Registrar and/or the International Centre through accreditation reference materials or the Ministries of Education of that country
- e. All other institutions are considered unrecognized. This would include but is not limited to private institutions that do not meet any of the criteria listed above
- f. Any educational institution or other organization that is not a post-secondary institution (e.g., secondary schools, professional organizations).

The Office of the Senior Vice President, Academic, may approve credits obtained from any institution or organization that does not meet the above criteria upon consultation with the Registrar and at the request of the appropriate Senior Dean.

## 6.3 Articulation and the Awarding of Transfer Credit

### General Guidelines

- a. Transfer credit decisions are normally precedent-setting and will be recorded in Humber’s transfer credit database.
- b. Transfer credit decisions remain active in Humber’s transfer credit database for a maximum of five years for post-secondary credit courses.
- c. Transfer credit will be awarded for approved courses with a minimum grade of 60% or equivalent except in the case of transfer from diploma-level to degree-level programs where a minimum of 65% is required. Some exceptions by program may be required at the direction of regulatory bodies.
- d. Transfer credit will normally be assessed for course work completed within 5 years of the term of admission for core courses and 10 years of the term of admission for general education, breadth, English and Mathematics courses.
- e. Applicants or students seeking transfer credit must provide an official transcript from each institution at which the course(s) being considered for transfer credit were taken.
- f. If an articulation agreement does not already exist for the course(s) or program, it is the student’s responsibility to provide a detailed course outline(s) for each course being considered for transfer credit.

For documents that are not in English, a translation by a certified translator is required. For documents from a country other than Canada a WES or ICAS course-by-course evaluation is required.

- g. The grade for transferable courses will be recorded on the student's academic record as "TRC", and will indicate the number of credits at Humber for which transfer credit is granted. The grade from the sending institution will not be used in the calculation of any Humber GPA.
- h. Transfer credit decisions are recognized by Humber regardless of a student's program, but the application of transfer credit for any particular course is determined by the department responsible for the course or the appropriate Academic Faculty.
- i. When course information is reviewed and transfer credit is denied, appropriate reasons shall be provided and made available.
- j. Transfer credit decisions are normally considered final. Requests for an additional review will only be considered if the student submits additional relevant information along with a written request and rationale for a second review.
- k. Admission to Humber programs as a result of the awarding of transfer credit is based on availability in the program. Meeting minimum eligibility does not guarantee admission.

When courses have been articulated for precedent-setting transfer to Humber, credential evaluation staff will grant transfer credit. When precedent-setting transfer has not been established, the following guidelines will be used:

**Institutions Not Recognized by Humber:** The decision to award transfer credit for courses from institutions not recognized by Humber requires approval of the Office of the Senior Vice President, Academic.

**Non-credit Courses and Non-credit Programs:** Transfer credit is not normally given for non-credit courses or non-credit programs taken at any institution, except when, upon review of detailed course and/or program material, transfer credit is recommended by the appropriate Senior Dean, and the transfer credit is approved by the Office of the Senior Vice President, Academic.

**Special Types of Programs and Courses:** Clinical, practice, field study courses, internships, and cooperative education courses will be given transfer credit according to any existing agreements. When no agreements exist, transfer credit is not automatically assigned; however, the appropriate Senior Dean may approve transfer credit for courses from recognized institutions that are comparable to Humber courses as per the guidelines above.

**Assigning of Credit:** In order to receive transfer credit, it is expected that a course be comparable in breadth and depth in its essential features. Not all elements of the curriculum need be identical. When a course from another recognized institution is deemed equivalent to a Humber course, credit will normally be assigned as follows:

- a. Courses completed at recognized institutions will normally be given transfer credit for credits comparable, but not necessarily identical in number to the number of credits given at the originating institution.
- b. Courses with equivalent learning outcomes will normally be awarded an equivalent number of credits as the Humber course.
- c. If a student is awarded transfer credit for a course AND takes the equivalent course at Humber, both courses will become part of the student's academic record. If the Humber course is a passing grade, it will be used in the calculation of the student's GPA. If the Humber course is a failing grade, the transfer credit will be used to meet graduation eligibility and the Humber course will not be used in the calculation of the student's GPA.

## 6.4 Granting Block Transfer Credit

The following guidelines are used to establish block credit:

- a. The amount of block credit assigned will be determined by the academic faculty together with the department of Program Planning, Development and Renewal and the Office of the Registrar. Transfer agreements require the approval of the Office of the Senior Vice President, Academic, and must be accompanied by an approved Schedule of Study which follows consultation between the appropriate Academic Senior Dean, Dean of Program Planning, Development and Renewal and Registrar.
- b. A student granted block credit will be assigned credit based on the equivalent number of semesters or courses determined in the approved Schedule of Study. Individual courses will not be listed on the student's record but will be recorded as "Block" credit.
- c. Credit gained through "Block" credit cannot be used for additional transfer credit in a second credential.

## 6.5 Granting Grouped Credit

Credit for groups of courses is given where equivalencies to Humber coursework can be established. Individual courses must still meet the minimum GPA required in each course. No averaging of grades is permitted.

## 6.6 Transfer Credit as Part of the Academic Record

Residency Requirement- Transfer of credit for courses, including those obtained through Letter of Permission and Block Transfer Credit, will not exceed 75% of the credits contained in the certificate, diploma, advanced diploma or degree program. Student must take at least 25% of their credits for the program at the appropriate credential level at Humber in order to satisfy Humber's residency requirement.

Duplicate Transfer Credit will not be awarded- When a student has completed courses at multiple institutions and the courses are equivalent to the same Humber course, Humber will only grant transfer credit once.

## 6.7 Required Documents

Applicants for assessment of credit are responsible for submitting official documents. A transcript is considered to be official only when it is sent directly to Humber through [ontariocolleges.ca](http://ontariocolleges.ca), from the originating institution or issuing body. Hard copies must be received in the original sealed envelope signed by the institution or bearing an official stamp or seal or they will be deemed unofficial. Exceptions may be made when it is not possible for a transcript to be sent directly to Humber, provided the Office of the Registrar can reasonably determine the document's authenticity.

Documents submitted to Humber become the property of Humber and are normally not returned to the student. In cases where documents are irreplaceable, the documents will be returned to the student provided the student requests return of the documents upon submission. Electronic images of documents will be retained by Humber.

In cases where a course has not yet been recorded in the Transfer Credit Database, the applicant will be asked to provide detailed course outlines.

If the issuing institution is not able to provide an official document in English, the student must arrange to have the document translated by an Ontario-certified translator. In this instance the documents should be sent directly from the issuing institution and Humber will provide the student with a copy for translation. Cost of translation will be the responsibility of the student.

## 6.8 Authority and Responsibility

- a. Transfer credits are assessed by a designate of the academic school responsible for the delivery of the course at Humber.
- b. The Office of the Registrar has the responsibility to maintain a record of precedent-setting decisions within the Transfer Credit Database.
- c. The Office of the Registrar has the authority and responsibility to equate the students' grades to Humber's grading system, and to record all transfer credit decisions and appropriate grades in each student's permanent student record.

## 6.9 Timelines of Evaluation Process

In order to facilitate students' admission, registration and program planning, Humber endeavors to ensure timely evaluation of transfer credit. Normally, the following time limits apply:

- a. Up to four weeks to assess courses that are not recorded in the Transfer Credit Database.
- b. Students should refer to their Academic Progress in MyHumber and may consult with student advisors and/or the Program Coordinator to determine if and how transferred courses apply toward satisfying graduation requirements.
- c. Requests for transfer credit should be submitted as early as possible for efficiency and to maximize potential transfer credit. Requests for transfer credit should be received prior to the last date for withdrawal without academic penalty in the student's final semester of their current program.

## 6.10 Course Equivalency

If a Humber student transfers from one program to another program within the same credential level at Humber, the student will be subject to a course equivalency policy and process.

Course equivalency for individual courses is awarded when a student is granted credit for Humber credit work completed previous to their current program. That Humber credit work must be equivalent in content to credit work covered in the course/unit in question. No other course needs to be substituted.

A student may apply for course equivalency after having been admitted into a program. The student must initiate the course equivalency process by submitting a completed [Course Equivalency Form](#) to the Office of the Registrar.

Upon request, the applicant may be required to submit institutionally issued course outlines for the courses appearing on her/his transcripts.

The Registrar, on the recommendation of the appropriate Associate Dean or designate, will grant students course equivalency. To earn a course equivalency, students must have earned a minimum passing grade of 50% in the completed course. The amount of credit granted will depend on the academic content of the applicant's previous studies, the grades received, and the requirements of the program to which the applicant has been admitted.

## 6.11 Prior Learning Assessment and Recognition (PLAR)

### 6.11.a Definitions

**Recognition of Prior Learning ( RPL):**The process that allows individuals to identify, document, have assessed, and gain recognition for prior post-secondary and non-formal/experiential learning

**Prior Learning Assessment and Recognition (PLAR):** The process of evaluating the knowledge and skills gained through experiential and/or non-formal learning for the purpose of obtaining academic credit.

**Portfolio:** A collection of material that identifies an individual's achievements, documents their experiences, and analyzes and organizes the knowledge and skills acquired. It is developed by a learner and can be used for college credit recognition; workplace learning recognition; career mobility; or job search.

**Challenge Assessment:** A method of assessment other than portfolio, developed and evaluated by faculty subject matter experts to measure an individual's learning achievements against subject learning outcomes.

## 6.11.b PLAR for Academic Credit

Applicants, who can demonstrate knowledge and skills gained outside a formal education environment through work, volunteer, or other life experiences, may apply for Prior Learning Assessment and Recognition (PLAR) if that knowledge and skill corresponds to a specific Humber course or program.

Failed courses are not eligible for PLAR. Students must be out of the course for one year and be able to show new knowledge and skills acquired through non-formal, informal or other formal training in order to PLAR a failed course in the future.

Granting of credit for prior learning does not guarantee entry into a program of study. You must follow the normal admission procedure to gain admission into Humber College.

### Assessment and Awarding of Credit

To receive credit for prior learning, an applicant will need to:

- analyze prior learning and achievements
- compare prior knowledge and skills to specific learning outcomes for specific Humber courses or programs
- demonstrate knowledge, skills, and learning acquired, as opposed to experience gained

Requirements will vary from program to program and course to course. Generally, applicants and students will be required to demonstrate skills and knowledge in one or more of the following ways:

- development of a portfolio (a collection of materials that documents skills and knowledge)
- demonstration of skills through role-playing or simulations
- written tests, oral exams, and/or structured interviews; and/or
- completion of assignment(s) or development of product(s) designed to demonstrate specific knowledge and skills in action
- challenge exam

*Humber reserves the right to determine the PLAR assessment method for a particular course.*

### PLAR as Part of the Academic Record

Depending on the method used to demonstrate and assess the skills and knowledge the applicant has acquired, credits earned through PLAR will be recorded on the student's transcript either as a percentage grade or as a SAT (Satisfactory) grade. Unsuccessful PLAR attempts **will not** be recorded on the student's transcript.

PLAR grades that were obtained through a challenge exam will be calculated into the student's weighted cumulative program grade point average (CPGPA). PLAR grades that were obtained through a portfolio



review (SAT) **will not** be calculated into the student's weighted cumulative program grade point average (CPGPA).

Students are granted only one opportunity to PLAR a course.

**Note:** A reduction of course load as a result of earning credits through PLAR may affect a students' eligibility for financial assistance through OSAP.

### **Residency Requirement**

Credit for courses obtained through PLAR may normally replace no more than 50% of the course credits required for any degree program and 75% required for any diploma or certificate program.

### **Application Process and Required Documentation**

Applicants who wish to apply for PLAR should meet with their Program Coordinator to assess eligibility. Once you have reviewed the course/program learning outcomes and are able to demonstrate your learning, you must submit a PLAR Application Form with the required documentation and assessment fees to the Office of the Registrar.

<https://humber.ca/admissions/assets/files/pdfs/PLARApplication.pdf>

### **Authority and Responsibilities**

- PLAR challenges are assessed by the designate of the academic school responsible for the delivery of the course at Humber.
- The Office of the Registrar has the responsibility to maintain a record of the PLAR application and grade.

### **Timelines and Evaluation Process**

In order to facilitate student's recognition of prior learning, Humber endeavours to ensure timely evaluation of PLAR applications. Normally, the following time limits apply;

- Students who are enrolled in the course for which they are seeking PLAR should continue to attend class until they receive their results in order to ensure the course requirement is met.
- PLAR results will be assessed within four to six weeks of the application being submitted to the Office of the Registrar.
- Processing may be longer depending on portfolio submission time and scheduling of challenge exam
- PLAR requests should be submitted as soon as possible, preferably 6-8 weeks prior to the start of the semester for which the PLAR is being challenges. Student's should be aware of the academic calendar add/drop deadline dates for refunds and withdrawal without academic penalty and apply accordingly.

### **Grade Review Process**

An applicant who disputes the results of a Prior Learning Assessment may appeal that decision under the Grade Review and Academic Appeal process (see Section 18.0).

## **6.11.c PLAR from Work Experience or Previous Work Placement**

Applicants who can demonstrate knowledge and skills gained through previous postsecondary placements or work experience may apply for PLAR. The knowledge and skills must correspond to a specific Humber

program and the Academic Faculty responsible for the program must have available a mechanism for assessing work experience credit. Students may receive no more than 50% of the work placement requirements (paid or unpaid experiences) once registered in a program.

It may be possible to receive credit for prior learning for a work term. Applicants will need to:

- a) analyze their prior learning and achievement gained through previous placement and/or work experience;
- b) compare the learning value of the previous placements/work experience to the specific program level work placement standards.

Credit will be awarded only for demonstrated learning value and not simply life/work experience. Specific requirements will vary from program to program but normally, applicants will be required to demonstrate skills and knowledge through the development of a portfolio (a collection of materials that document skills and knowledge against the degree level work placement qualifications standard.) The amount of credit given will be determined by the assessment of the portfolio and the quality of the evidence provided.

Applicants who wish to apply for PLAR must submit a PLAR Application along with the required documentation and assessment fees.

PLAR work equivalent hours will be kept on file in the Academic Faculty and combined with any remaining degree work placement credits before the completion of the work experience is documented on the student transcript as SAT (Satisfactory).

Note: Degree students who do not complete a work term, including any PLAR work credits, prior to the final academic semester of study will be required to defer the final academic semester requirement until the work term requirement is successfully completed.

## 6.12 Awarding of a Second Credential

Humber is committed to recognizing learning common across curricula while ensuring that each credential earned recognises new learning by the student. The intent is not to allow a student to earn multiple credentials for studying the same subject areas and completing the same evaluation methods.

A student who has completed one credential at the College and wants to apply credits and courses toward a second credential, in a related or unrelated area of study, must meet the admission requirements for the second program and complete all outstanding credits.

A student must meet all the current standards and credential requirements of a program in order to be awarded a Humber College credential as outlined in the [Academic Regulations, section 13.2 Graduation Requirements](#). Students must complete a volume of new learning for each subsequent credential. The volume of new work must be 25% to 40% unique for the subsequent credential. These courses must be completed at Humber in order to satisfy Humber's residency requirement.

Courses considered for transfer to a second credential will be considered automatically for transfer if they have been completed within five years for core courses and 10 years for elective/breadth courses. Completed courses which exceed this time limit will be considered on a case-by-case basis.

Students who have completed the highest level of a credential in a field of study do not qualify to receive credentials at a subordinate level.

Students who already received a credential for a given program that repeat the same program in whole or in part, are not eligible to receive a second credential for the same program.

## 7.0 REGISTRATION

A degree, diploma, or certificate schedule of study prescribes the number and types of courses required to complete the specific credential. Upon receipt of the prescribed payment a registered student is entitled to receive instruction up to the maximum number of courses/hours of instruction as set out in the official schedule of studies for each semester of the program. Should a student wish to a) take one or more additional courses over the course limit for the semester, b) repeat a course taken previously, c) be required to take foundation-level courses, or d) be required to take a course outside of the curriculum (eg. CPR) such additions will result in an increase in the hours of instruction and additional tuition fees will be charged for the semester.

### Notes:

1. A student may register in degree-level courses only if they have met the degree program admission requirements and have been formally admitted into the degree program.
2. A student enrolled in a degree program may not take diploma, Ontario graduate certificate, or certificate level courses for degree credit recognition.

## 7.1 Full-time and Part-time Status

### Full-time Student

Students must be enrolled in a Ministry approved full-time program. Students are considered to be a full-time student if they are officially enrolled in at least 66.66% (two-thirds) of a full-time course load or if the student is enrolled in at least 70% of the contact hours prescribed for the semester in the student's current program. Students with disabilities, who require a reduced course load as an accommodation, and who are registered with Accessible Learning Services, may be considered full-time students when they are registered in 40% or more of a full course load. Students should contact Accessible Learning Services.

Students wishing to exceed the normal course load will pay additional fees.

A student registered in a non-Ministry approved program and funded programs, such as Certificates of Achievement, will be considered part-time.

### Part-time Student

A student, who is registered in less 66.66% full-time course load, or less than 70% of the contact hours prescribed for the Ministry approved program in the current semester, will be considered to be a part-time student.

Additionally, a student who registers in multiple postsecondary courses offered in the evening, weekend, or online may be considered full-time if enrolled 66.66% of a full-time course load in a given semester as specified in the program's schedule of study. The Office of the Registrar will identify and notify the student as to the adjustment of their student status classification, fees, and tax information.

## 7.2 Registration Procedures

### New and Returning Students

All new and returning students must complete the registration process by the deadline date set for each term. Prior to the registration, a prescribed fee must be paid. Full payment is due before the tenth (10) day of class. It is the student's responsibility to ensure that these are paid or that satisfactory arrangements are made for the

payment of fees prior to the payment deadline. A late payment penalty will apply if payment is not made by the fee payment due date.

### **Course Prerequisites and Co-requisites**

A student wishing to enroll in a course for which the student does not have the stated course prerequisites and or co-requisite must seek permission from the appropriate Program Coordinator to have these waived.

### **Returning Students: Eligibility to Continue Studies**

Returning students who complete the registration process are advised that such registration is conditional on their eligibility for continuation of study in the next term. A student who is required to withdraw for academic or other reasons may not attend classes and the student's registration will be withdrawn.

## **7.3 Financial Deregistration and Reinstatement**

Financial deregistration occurs when a student fails to settle their financial account (pay in full or have an arrangement for payment approved by the Registrar's Office) by the published payment deadline date. Financial deregistration is the removal of all course sections in a specific semester. Dates and deadlines for fees are posted in [MyHumber](#) and as per Humber's academic calendar.

Prior to financial deregistration taking place payment reminder emails and paper invoices are sent. If the account is still not settled, financial deregistration occurs. Students are notified by email to the student's email account on file and by mail to the student's mailing address on file. In addition to all course sections in the specific semester being removed, any tuition and compulsory fees already paid will be retained by Humber.

Reinstatement of courses following financial deregistration requires a student to settle their account with the Registrar's Office. Students must be reinstated five days following a financial deregistration. Following the five day deadline, students will not be allowed to re-register until the next semester. A reinstatement fee may apply. A student who is being reinstated is not guaranteed the same timetable/schedule as originally selected during the registration process.

## **7.4 Course/Timetable Changes after Registration (Added or Dropped Courses)**

All course additions to a student's timetable for a given term are to be completed by the end of the fifth (5th) day of classes from the beginning of the term as indicated in Humber's Academic Calendar. The addition of a course after the end of this period will be considered only in exceptional circumstances and will require the approval of the Associate Dean of the program in which the student is enrolled. A late fee will apply if a student registers for courses after the registration deadline.

A course must be dropped prior to Last Day to Withdraw without Academic Penalty as listed in the Academic Calendar for each term. This deadline date is normally at the two-thirds point of the course. For information related to withdrawing from courses see [Section 8.0, Course/Programs Fees and Refunds](#).

Students may withdraw from a course through My Humber at <http://humber.ca/myhumber>. Students must understand that dropping courses may impact their full-time status and change their financial aid (OSAP) status and eligibility. Students wishing to withdraw from their program, including all their courses must make a formal request to withdraw through the Office of the Registrar. The program withdrawal process may not be completed online.

Students who submit formal notification of withdrawal from a full-time program of instruction are entitled to a refund of tuition and ancillary fees as outlined in [Section 8.0, \*Course/Programs Fees and Refunds\*](#).

## 7.5 Late Withdrawal

Following the Last Day to Withdraw, as per Humber's Academic Calendar, a late withdrawal without academic penalty may be allowed in cases of illness or other compelling circumstances.

A student seeking withdrawal for such reasons must appeal to the Registrar in writing, with supporting documentation, within 12 weeks of the date of the release of final grades. In the case of illness documentation from a medical professional is required. An appeal committee will consult with the academic faculty. If the appeal is granted, "W" (withdrew) will be assigned to the course. "W" is not considered a grade and will not be included in the GPA calculation. The decision of the appeal committee is final.

## 7.6 Letter of Permission (Degree Programs)

This process applies to degree students only. Once a student has been enrolled in a degree program, with written approval a student may register in and complete a credit course at another institution and apply the credit(s) to their Humber degree.

The student must submit a completed [Letter of Permission Application Form](#) with applicable fee and detailed course outline(s) for the course(s) in question to the Office of the Registrar for approval *before registering in a course at another post-secondary institution as a visiting student* and 30 days prior to the start of term. The student must submit separate application forms for courses requested from each distinct host institution.

The Registrar's Office will submit the completed *Letter of Permission Application Form* to the Program Coordinator for consideration of approval of the course. If the Program Coordinator approves the course, the Office of the Registrar will add the course to the student's academic record and communicate the decision to the student. The student will receive an electronic copy of the approval via email that the student will be required to submit to the host institution during the application for course registration as a visiting student. The student is responsible for applying to the host institution and for paying any applicable tuition and ancillary fees. The student is also responsible for knowing and understanding the withdrawal dates and academic regulations of the institution where they are completing the course a Letter of Permission.

In order for a grade to be recorded on the student's academic record, upon completion of the course, the student must provide Humber's Office of the Registrar with an official transcript from the host institution indicating the final grade earned in the course in question. Credit will be awarded for approved courses with a minimum grade of 60% or equivalent. Students must arrange to have an official transcript sent directly from the host institution to Humber's Records Department in the Office of the Registrar. If this official transcript is not submitted to the Office of the Registrar by 20 business days following the end of the course, a UNS grade will be assigned.

Credits earned on Letters of Permission will be noted on a student's transcript with a grade of LOP (Letter of Permission). Courses completed through a Letter of Permission will not be included in the calculation of a Cumulative Program Grade Point Average (CPGPA) but will count as a course attempt. If the student fails the course, it will be recorded as an UNS (Unsatisfactory) grade on the transcript. For more information see [Section 14.3, \*Special Grades\*](#). Courses completed through Letters of Permission will be considered for progression purposes. Students will be granted Letter of Permission only if they are currently registered in good standing in their Humber degree program.

Students who do not register in, or withdraw from, approved Letter of Permission course(s) must request written verification of this fact of the host institution and submit this verification to Humber's Records

Department in the Office of the Registrar. The Office of the Registrar will remove the Letter of Permission course from the student's academic record. There will be no refund of the application fee.

Students completing their last course on a Letter of Permission must have their official transcript sent from the host institution to the Humber Records Department in the Office of the Registrar by May 1st for the Spring Convocation Ceremony or by September 30th for the Fall Convocation Ceremony. Students who do not meet this deadline will not be included in the Convocation Booklet.

## 7.7 Audited Courses

Where applicable, a student may request to audit a course. A student must obtain written permission to audit a course from the appropriate Associate Dean. The Associate Dean will submit appropriate authorization to the Office of the Registrar and the faculty member teaching the course so that they are aware of the student's status in the course. The request to obtain audit status in a course must be submitted and approved prior to the fifth (5th) day of class. The Associate Dean, in consultation with the faculty member, will provide documentation to the student prescribing the extent to which the student may participate in the content of the course.

The procedures for registration and course changes of audited courses are the same as for regular course registrations, except that, after the end of the fifth (5th) day of classes, a student who is registered under audit status for a particular course is committed to that status and may not convert to credit status for the same course. With the approval of the Associate Dean, a student may change from credit to audit status up to the end of the fifth (5th) day of class. Students who are auditing courses will not be evaluated, nor will credits be earned for that course. The regular course fee will apply.

Audited courses will be noted on the transcript however audited courses will not be used in the determination of eligibility for continuation of study.

Audited courses are considered part of the normal course load for a student's term, but **not for the purposes of assessing eligibility for Financial Assistance (OSAP).**

## 7.8 Leave of Absence

A student may withdraw from a course or program without academic penalty up to the *Last Day to Withdraw without Academic Penalty* as listed in Humber's Academic Calendar for each term <http://humber.ca/academic-calendar>.

This deadline date is the two-thirds point of the duration of the course. For courses taught in a condensed format, students should check with the Program Coordinator to confirm the exact date they can withdraw without academic penalty.

Students who drop all of their courses prior to the last day to withdraw without academic penalty will be considered to be withdrawing from the program. This will be considered as a voluntary suspension of studies. Students who withdraw in this manner may be required to apply for readmission to the program. See [Section 11.4 Readmission to Program of Study](#) for more information.

Withdrawn courses, prior to the last day to withdraw without academic penalty, do not appear on the official transcript and will not be counted as course attempts, or used in the calculations of a CPGPA. See [Section 14.3, Special Grades](#), for more information. If a course is dropped after that date, the in progress grade will appear on the official transcript and will be counted as a course attempt, and used in the calculation of the cumulative program grade point average (CPGPA).

## 7.9 Experiential Learning

### 7.9.a Diploma Level Experiential Learning

Experiential Learning, which may include Field Experience, Mandatory Professional Practice, Co-Op, Work Term, Community Service Opportunities, and Internships are facilitated within a competitive environment whereby students are normally required to demonstrate the initiative required to successfully secure an experiential learning opportunity. This includes developing a resume and practicing interview skills in order to secure a position that will meet the requirements of the specific program of study. If students experience difficulty in securing a placement it is expected that the students will continue the search until they are successful. Students may discuss their placement situation with their Program Coordinator.

Students who fail to secure a placement during the period in which the placement is scheduled must re-register and pay the appropriate fees for the course once a placement has been secured. Students who fail to complete the placement prior to exceeding the 200% of the normal program duration must be re-admitted to the program and may be required to complete additional course requirements plus the placement to qualify for graduation.

### 7.9.b Degree Level Experiential Learning

Normally, degree-level study students will complete the experiential learning component as a block placement of 14 consecutive weeks of full-time activity. Placements may be paid or unpaid depending on the nature of the program of study and the opportunities which are available. Opportunities to complete the equivalent of no less than 14 weeks (420 hours,) either in whole or in part, on a part-time basis may be considered and must be approved in advance by the Program Coordinator.

Degree students who do not complete the required experiential learning or field experience prior to the final academic semester of study will be required to defer the final academic semester requirement until the experiential learning requirement is successfully completed.

## 7.10 Study Abroad

Students may participate in a study abroad activity in order to fulfill credit requirements in their program of studies. When students participate in a semester abroad activity for academic credit, their Program Coordinator must pre-approve their proposed schedule of studies by completing and signing a [Learning Agreement](#). This document must be submitted to the Office of the Registrar prior to departure so that the student can be properly registered.

In accordance with Humber's Travel Policy, the student must also submit a copy of the approved Learning Agreement along with a completed [Student Travel Information Form](#) to the International Office three (3) weeks prior to the start of the semester abroad activity.

Semester abroad courses undertaken through a Learning Agreement will not be included in the calculation of any Grade Point Average (GPA). Students will receive a grade of SAT or UNSAT on their Humber transcript.

Upon completion of the semester abroad activity, the student must arrange for the host institution to send an official transcript, indicating the final grades earned, to Humber's Office of the Registrar and resubmit an up-to-date Learning Agreement to the Office of the Registrar in order for a grade to be recorded on the student's academic record. If both these documents are not submitted to the Office of the Registrar within 90 days of course completion, a grade of zero will be assigned.

Students who do not register in or withdraw from courses approved through the Learning Agreement need to request that the host institution submit written verification of this fact. This verification then must be provided to the Program Coordinator and Humber's Office of the Registrar.

Students must follow the academic calendar and regulations of their host institution.

Successfully completed semesters abroad through exchange agreements will not impact OSAP loans. If a student is academically successful and is currently receiving a renewable scholarship from Humber, the scholarship will be eligible for renewal.

## 8.0 COURSE/PROGRAM FEES and REFUNDS

Tuition and non-tuition fees for all programs are revised each year and are available from the Office of the Registrar. Fees paid for courses not taken in the term for which they were originally scheduled are not transferable and may not be applied to subsequent terms of study.

### 8.1 Refunds

#### Full-time and Part-Time Students

A refund for a full-time course or program will be issued only if a student withdraws by the close of business on or before the tenth (10th) day of classes. A non-refundable tuition deposit will apply.

A full-time student who drops a course may or may not be eligible for a refund depending on their remaining course load. Students who have dropped a number of courses and as a result become part-time in status will qualify for a refund. Changing from full-time to part-time status may impact a student's eligibility for Financial Assistance/Aid (OSAP). Students who require courses in addition to a standard course load in subsequent terms will be required to pay additional fees in any future term when the student registers for courses in excess of a standard course load.

Students who submit formal notification of withdrawal from a full-time program of instruction are entitled to a refund of tuition and ancillary fees as follows:

**For Domestic Students** who have dropped courses within ten (10) business days of the beginning of a term, or onset of study, a full refund of tuition and ancillary fees, minus a \$500 tuition deposit, will be issued. If a domestic student drops a course online through MyHumber <http://humber.ca/myhumber>, the refund is automatically issued.

**For International Students** who have dropped courses within ten (10) business days of the beginning of a term, or onset of study, a full refund of tuition and ancillary fees, minus a \$1,000 administrative fee, will be issued. If an international student drops a course online through MyHumber <http://humber.ca/myhumber>, the request for a refund will be issued following review by the international office.

As well, a full refund will be paid for any tuition and ancillary fees paid in advance for subsequent terms. Students who have paid for future terms will be eligible for a refund for future terms if they formally withdrawn before the start of classes. Students who formally withdraw from courses after ten (10) business days from the start of the term will only be entitled to a refund of any fees paid in advance for subsequent terms.

#### General Interest Courses



When a student drops a General Interest course, if they are eligible for a refund, the Office of the Registrar processes the refund when the course is dropped. The request to drop the course must be through MyHumber [MyHumber](#) by a particular deadline in order to be eligible to receive a refund. Students should contact the Registrar's Office for the specific date. Refunds may not be issued for supplies which have already been received by the student.

Where payment was made by Visa or MasterCard, a credit will be made to the credit card that was used. All other refunds will be issued and sent by mail.

## 8.2 Late Fees

If a student misses a prescribed payment date, a late fee will apply.

## 9.0 COURSE OUTLINES and EVALUATION

At the beginning of each course, each student will have access to the course outline for the course. This is an important document that specifies the learning agreement between the student and Humber and describes important aspects of taking the course.

In particular, the course outline includes essential course details such as: the course description and content, learning outcomes, delivery methods, prerequisite and co-requisite courses, employability skills, student performance and attendance requirements, and the evaluation methods employed in the course. It also provides information on policies and procedures related to copyright, academic integrity and appeals, research ethics, prior learning recognition, and student support. It is strongly advised that the student read and understand this document at the start of the course.

It is the student's responsibility to read and understand the course outline, including associated timelines and evaluation methods employed in the course. Students are responsible for retaining course outlines for any future requirements they might have to certify or confirm details of the course content.

## 10.0 EXAMINATIONS and FINAL EVALUATION

### 10.1 Exam Period

#### Certificate and Diploma Programs

The final week of each term may be used for final examinations or for final tests. Unless there is a formal exam schedule, these tests and examinations will be conducted in the regularly scheduled class during that period. Students who encounter a conflict between a scheduled midterm or final examination and a religious obligation must contact the faculty member in charge of her/his course to request that alternate arrangements be made to complete the examination. Students must do this as soon as the conflict is identified and in advance of the scheduled final test or examination.

#### Degree Programs

A five (5) to seven (7) day examination period is set aside following the end of regular classes. During the examination period, Saturday and Sunday are considered business days and exams may be scheduled on these

days. Students who encounter a conflict between a scheduled midterm or final examination and a religious obligation must contact the faculty member in charge of her/his course to request that alternate arrangements be made to complete the examination. Students must do this as soon as the examination schedule is published.

Final tests or final examinations must be held during the examination period.

## 10.2 Exam Guidelines

### Certificate and Diploma Programs

The following guidelines for conducting final tests and examinations have been approved:

- a. Students with disabilities who require accommodations during examinations are required to self-identify with the Accessible Learning Services department. Accommodation instructions will be provided to appropriate faculty by Accessible Learning Services. Information can be found online: <http://humber.ca/student-life/swac/accessible-learning>.
- b. Faculty members will retain unreturned final examination papers and final assignments for a period of twelve (12) months after the end of the term, or twelve (12) months after the date of last use. Printed or written materials directly related to examinations conducted in the final examination time, or related to final assignments, shall be made available to a student upon request. The request shall be made by the tenth (10th) day of class of the following term. If the course instructor is not available, the request should be made to the Program Coordinator. Printed or written materials to be made available include: the examination question paper; the marking scheme keyed to desired responses to questions, where appropriate; the student's response to the examination questions; and records taken by examiners during oral and any other examination. Faculty members are encouraged to discuss with the student any questions raised.

### Degree Programs

The following guidelines for conducting final examinations have been approved:

- a. The final examination period consists of five (5) to seven (7) days and may include Saturday and Sunday.
- b. Where final tests or final examinations are to be given, they are to be given during the final examination period.
- c. No examination held during the dates scheduled for final examination period shall be longer than three hours.
- d. Students with disabilities who require accommodations during examinations are required to self-identify with the Accessible Learning Services department. Accommodation instructions will be provided to appropriate faculty by Accessible Learning Services. Information can be found online: <http://humber.ca/student-life/swac/accessible-learning>.
- e. Faculty members will retain unreturned final examination papers and final assignments for a period of (12) months after the end of the term, or (12) months after the date of last use. Printed or written materials directly related to examinations conducted in the final examination time, or related to final assignments, shall be made available to a student upon request. The request shall be made by the tenth (10th) day of class of the next term. If the course instructor is not available, the request should be made to the Program Coordinator. Printed or written materials to be made available include: the examination question paper; the marking scheme keyed to desired responses to questions, where appropriate; the student's response to the examination questions; and records taken by examiners during oral and any other examination. Faculty members are encouraged to discuss with the student any questions raised.

## 10.3 Supplemental Privileges

A supplemental privilege is the opportunity to earn credits for a course that a student has failed. Normally, a supplemental privilege will be granted only in instances where the student has successfully passed all evaluation components awarded throughout the course but did not achieve a passing grade after completing the final exam or final evaluation. In such instances, the student's final grade will normally fall between 45% and 49%.

A student who wishes to request a supplemental privilege must apply to the Associate Dean, or designate, of her/his program, using the *Application for Supplemental Examination*, which can be found on the [Academic Regulations](#) webpage. The Associate Dean, or designate, may allow a student to complete up to one (1) supplemental exam or other evaluation measure per term provided they do not have a registered academic or student code of conduct offence in that term. The request for a supplemental privilege must be made within ten (10) business days from the end of the term in which the failed course appears. The ten (10) day period may be extended by the Associate Dean or designate in exceptional circumstances.

If the supplemental privilege is granted, the student must pay a fee through the Office of the Registrar. Once proof of payment is received, a supplemental examination or evaluation will be arranged by the Associate Dean or designate. The maximum grade that a student can achieve through the supplemental privilege process is the minimum passing grade or the minimum grade required for progression purposes. A supplemental exam or evaluation must be completed within six (6) weeks of the end of term in which the failed course appears. Normally, courses that have a prerequisite may not be taken until the prerequisite course(s) has/have been successfully completed and passed.

Supplemental privileges will not be granted for experiential learning courses, such as, but not limited to: mandatory professional practice; cooperative education; internship; and/or field experience courses.

Students who apply for and are granted a supplemental privilege forego the right to pursue an academic complaint, grade review, or appeal of their final grade. More information can be found in [Section 18.0, Grade Review and Academic Appeal](#).

It is the student's responsibility to read and understand the course outline, including associated timelines and evaluation methods employed in the course. Students are responsible for retaining course outlines for any future requirements they might have to certify or confirm details of the course content. Policies may vary by Academic School. Applicable supplemental privileges policies can be obtained from the appropriate Academic Faculty.

## 10.4 Deferred Privileges

### Certificate, Diploma, and Degree Programs

In special circumstances, students who are unable to finish the examination (exam) requirements by the end of the examination period (or the specified end of a course) may request and be granted a deferred privilege in order to complete the final examination and have it calculated in their final grade. Deferred grades are issued at the end of the examination period and are not factored into the students CPGPA at the end of term. The deferred grade is not intended to be a permanent grade. It is only a temporary acknowledgment of a legitimate reason for granting a one-time, limited, extension to the time normally allowed to complete all course examination requirements.

A deferred privilege allows a student the opportunity to complete the final exam course requirements after the end of the term's exam period and up until the end of the course change period in the following term (the

course change period is normally the first five (5) days of classes). The Associate Dean grants deferred privileges on the basis of medical, psychological, or compassionate consideration. Normally a student must make the request for a deferred privilege, in writing, to the Associate Dean within 24 hours of the scheduled due date for the final assignment or examination.

In order to be evaluated and counted toward the student's grade, the requirements for the final examination must be completed within a period of time assigned by the College/Faculty/Program (usually by the end of the course change period in the following term). Failure to meet the deadline will result in the deferred grade being changed to permanently represent the student's grade in that course. The final grade in the deferred course will be calculated and recorded with the course work that was complete at the time of the deferral. This grade will be assigned at the end of the course change period in the following term, and will constitute the grade earned at the time the deferred grade was assigned. Students who do not complete the final exam requirements by the end of the course change period in the following term must register for the course again and pay the appropriate fee.

If the requirements for the final examination are completed within the required timeframe, the faculty member notifies the Office of the Registrar of the results of the deferral, normally within five (5) days of its completion.

Applicable deferred privileges policies can be obtained from the appropriate Academic Faculty. A deferred grade for a prerequisite course must be completed prior to being allowed to proceed to a higher-level course unless otherwise approved by the Associate Dean.

## **11.0 CONTINUATION OF STUDY (PROMOTION and PROGRESSION)**

Students must achieve and adhere to certain course and program criteria and requirements in order to progress and be promoted in their program of study.

### **11.1 Promotion and Progression Requirements**

#### **Certificate, Diploma, and Ontario Graduate Certificate Programs**

- a. The minimum passing grade for a course is 50%.
- b. Courses that have a prerequisite may not be taken until the prerequisite course(s) have been taken and passed. A student wishing to enroll in a course for which the student does not have the stated course prerequisite(s) and/or co-requisite(s) must seek permission from the Program Coordinator to have these waived.
- c. Students will be provided with a midterm grade and a final grade.
- d. Some courses have special grading methods. These will be identified in the course outline. In some courses, grades will be issued to students under the auspices of Humber. In such instances, courses will not be graded nor will they carry with them any academic credits at Humber.

#### **Degree Programs**

- a. The minimum passing grade for a course is 50%
- b. Courses that have a prerequisite may not be taken until the prerequisite course(s) have been successfully completed with the required grade. A student wishing to enroll in a course for which the student does

not have the stated course prerequisite(s) and/or co-requisite(s) must seek permission from the Program Coordinator to have these waived.

- c. Students will be provided with a midterm grade and a final grade.
- d. Each degree includes a one-term experiential learning component. This experience is integral to the curriculum and is a requirement for graduation. Students are normally required to complete this experiential learning term as scheduled in the program curriculum, prior to commencing the courses scheduled in the fourth year of study. Students who are experiencing difficulty in completing the requirement as scheduled should contact their Program Coordinator as soon as possible to discuss alternatives. The Associate Dean must approve all modifications to this schedule in advance.

**Note:** In addition to the above requirements, each academic program may have program specific requirements for passing grades, progression, probation, and withdrawal. It is the student's responsibility to review the academic requirements for her/his specific program.

## 11.2 Academic Standing

A student, who has been required to withdraw for academic reasons, will not be considered for readmission to a program for a period of two (2) consecutive terms. After participating in academic advising regarding the return, the student may be granted readmission into the same program at the discretion of the Associate Dean of the program.

### Certificate, Diploma, and Ontario Graduate Certificate Programs

Promotion and progression requirements are based on the principle that students must achieve a Cumulative Program Grade Point Average (CPGPA) of 60% to be eligible to graduate. Continuation of full-time study within a program is based on the academic achievement within the most recent term of study and based on Term Grade Point Average (TGPA).

Students in semester one will be subject to the following progression rules:

<b>GPA Range</b>	<b>Student Standing</b>
TGPA < 40%	Required to Withdraw
TGPA $\geq$ 40% and < 45%	Probation *
TGPA $\geq$ 45% and < 60%	Academic Warning
TGPA $\geq$ 60%	Eligible to Continue

\* Students with a TGPA between 40% and 45% will have an "Academic Hold" placed on their record and will be restricted from accessing registration functions until the student meets with their program coordinator or an academic advisor.

Following their 1st semester, students will be subject to the following progression rules:

<b>Eligible to Continue</b>	<b>Student Standing</b>
TGPA < 40%	Required to Withdraw
TGPA $\geq$ 40% and < 45%	Probation *
TGPA $\geq$ 45% and < 60%	Academic Warning
TGPA $\geq$ 60%	Eligible to Continue
<b>On Academic Warning</b>	<b>Student Standing</b>
TGPA < 40%	Required to Withdraw
TGPA $\geq$ 40% and < 60%	Probation
TGPA $\geq$ 60%	Eligible to Continue
<b>On Probation</b>	<b>Student Standing</b>
TGPA < 60%	Required to Withdraw
TGPA $\geq$ 60%	Eligible to Continue

TGPA - Term Grade Point Average

When students are required to withdraw for academic reasons, they are eligible for re-admission following a period of two consecutive terms. In some cases, students may be recommended to an Interim semester program or allowed to study part-time after being required to withdraw. Students who have been required to withdraw for academic reasons will be placed on probation when they resume study and must clear the probationary requirements in order to continue to study. Failure to clear the probationary status at the end of the first term following readmission will result in permanent withdrawal from the program.

Students in a work term with no additional academic classes will be assigned the Academic Standing from the term immediately preceding the work term.

## Degree Programs

Promotion and progression requirements are based on the principle that students must achieve a cumulative program grade point average (CPGPA) of 65% to be eligible to graduate. Continuation of full-time study within a program is permitted provided the standards of academic performance listed below are met.

Students in semester one will be subject to the following progression rules:

<b>GPA Range</b>	<b>Student Standing</b>
TGPA < 60%	Required to Withdraw
TGPA $\geq$ 60% and TGPA < 65%	Academic Warning
TGPA > 65%	Eligible to Continue

Following semester one, students will be subject to the following progression rules:

<b>Eligible to Continue</b>	<b>Student Standing</b>
TGPA < 60%	Required to Withdraw
TGPA $\geq$ 60% and TGPA < 65%	Academic Warning
TGPA > 65%	Eligible to Continue

<b>On Academic Warning</b>	<b>Student Standing</b>
TGPA < 60%	Required to Withdraw
TGPA $\geq$ 60% and < 65%	Probation
TGPA $\geq$ 65%	Eligible to Continue

<b>On Probation</b>	<b>Student Standing</b>

<b>On Probation</b>	<b>Student Standing</b>
TGPA < 65%	Required to Withdraw
TGPA ≥ 65%	Eligible to Continue

TGPA - Term Grade Point Average

When students are required to withdraw for academic reasons, they are eligible for re-admission following a period of two consecutive terms.

Students who have been required to withdraw for academic reasons will be placed on probation when they resume study and must clear the probationary requirements in order to continue to study. Failure to clear the probationary status at the end of the first term following readmission will result in permanent withdrawal from the program.

Students in a work term with no additional academic classes will be assigned the Academic Standing from the term immediately preceding the work term.

## 11.3 Required to Withdraw from Program (RTWP)

Programs may have additional program and progression requirements due to industry/sector accreditation. As a result a student may be required to withdraw from their program for not meeting these additional program specific requirements. If a student is Required to Withdraw from the Program (RTWP), they will not be considered for readmission to the same program, or a program with close affinity, for a period of two (2) consecutive terms. Following the two (2) consecutive terms and after participating in academic advising, the student may be granted readmission to the program at the discretion of the Associate Dean. The student may apply and be admitted to a different program at Humber prior to completing the withdrawal period of two (2) consecutive terms.

## 11.4 Readmission to Program of Study

Students whose studies have been considerably interrupted will be required to petition the Office of the Registrar or the Associate Dean for their program if they desire to continue studies in the same program. There are two categories of readmission to a program of study: Readmission for Interrupted Students in Good Standing, and Readmission for Interrupted Students Required to Withdraw. In all cases, students who will be entering semester 1 of a program are also required to apply through [www.ontariocolleges.ca](http://www.ontariocolleges.ca).

### Readmission for Interrupted Students in Good Academic Standing

Students who let their registration in courses lapse but have successfully completed previous semesters and are in good academic standing include the following:

- a. students who fail to register in consecutive terms; and
- b. students who fail to graduate within a particular period of time (a percentage (%) of the normal duration of the program).



Students whose studies have been interrupted but who remain in good academic standing must apply to resume studies using the *Readmission for Interrupted Students in Good Academic Standing* form. This form is available from the Office of the Registrar. Students must apply to be readmitted to their program of study by certain deadlines. See the Office of the Registrar and the Academic Calendar for deadline details. Requests for readmission received after the deadline will be considered only if there is space in the program.

Particular readmission requirements for each credential can be found in [Chart 2: Conditions of Interruption to Studies](#).

## Readmission for Interrupted Students Required to Withdraw

Students who have been required to withdraw for academic reasons include the following:

- a. students who are suspended or withdrawn for academic failure; and
- b. students suspended or withdrawn for academic misconduct.

Students who have been required to withdraw from their program will not be considered for readmission to a program in a related discipline for a period of two (2) consecutive terms. Students must reapply to the program using the *Readmission for Students Required to Withdraw* form. This form is available from the Office of the Registrar. Students must apply to be readmitted to their program of study by certain deadlines. See the Office of the Registrar and the Academic Calendar for deadline details. Requests for readmission received after the deadline will be considered only if there is space in the program. Details of the process for applying for readmission can be found under the heading, *Process of Applying for Readmission*, which follows in this section.

In circumstances where a student was involuntarily withdrawn a further review may be required prior to readmission. In such a review, an applicant may be required to submit a résumé and letter of reference from a current work or volunteer position and a personal letter outlining the student's strategies to be successful in the program.

Particular readmission requirements for each credential can be found in [Chart 2: Conditions of Interruption to Studies](#). A student who interrupts her/his studies and applies for readmission is subject to the admission requirements, ranking priority, and curriculum requirements for the program in question at the time of application for readmission. Students may be required to repeat courses if the curriculum has changed since their previous registration in the program.

Students are required to apply for readmission to their program when the following conditions apply to the interruption of their studies.

### Chart 2: Conditions of Interruption to Studies

Credential	Student in Good Standing	Student Required to Withdraw
Degree	<ul style="list-style-type: none"> <li>• students who fail to register in four (4) consecutive terms</li> <li>• students who fail to graduate within seven (7) years or 175% of the normal duration of the program</li> </ul>	<ul style="list-style-type: none"> <li>• students who are suspended or withdrawn for academic failure</li> <li>• students suspended or withdrawn for academic misconduct</li> </ul>

<b>Credential</b>	<b>Student in Good Standing</b>	<b>Student Required to Withdraw</b>
<b>Certificate and Diploma</b>	<ul style="list-style-type: none"> <li>• students who fail to register in four (4) consecutive terms</li> <li>• students who fail to graduate within 200% of the normal duration of the program</li> </ul>	<ul style="list-style-type: none"> <li>• students who are suspended or withdrawn for academic failure</li> <li>• students suspended or withdrawn for academic misconduct</li> </ul>
<b>Ontario Graduate Certificate</b>	<ul style="list-style-type: none"> <li>• students who fail to register in two (2) consecutive terms</li> <li>• students who fail to graduate within 200% of the normal duration of the program</li> </ul>	<ul style="list-style-type: none"> <li>• students who are suspended or withdrawn for academic failure</li> <li>• students suspended or withdrawn for academic misconduct</li> </ul>

**For all credentials, before a student will be readmitted to a program:**

- the student must confer with her/his Program Coordinator to confirm her/his program curriculum, prerequisites, and the validity and appropriateness of completed courses; and
- the student who has been required to withdraw for academic failure or misconduct must sit a period of rustication before the student will be allowed to return to her/his program. This period of time will be a minimum of two (2) terms, but possibly more, depending on the program progression or academic offence.

## **Process of Applying for Readmission**

Students whose studies have been interrupted for the above reasons will be required to adhere to the following steps to continue studies in the same program.

1. The student must petition the Associate Dean / Faculty to request readmission.
2. Associate Dean / Faculty confer with Office of the Registrar to ensure appropriate progression pathways and academic requirements are satisfied during reentry into program.
3. Office of the Registrar informs the student of Humber's decision and, if accepted, the steps required to complete readmission to and registration in the program.

A student who interrupts her/his studies and applies for readmission is subject to the admission requirements and ranking priority for the program in question current at the time of application for readmission. Students are encouraged to contact the Office of the Registrar as soon as possible if they are considering requesting readmission to a program.

# **12.0 GRADE REPORTS and OFFICIAL TRANSCRIPTS**

## **12.1 Release of Grades**

The Office of the Registrar will establish and post to the Academic Calendar, midterm and final grade release dates that will indicate when grades will be available for students to review.

## Midterm Grades

Students registered in postsecondary, postgraduate, and degree courses will normally receive a midterm grade, which in conjunction with discussions with their faculty member, is for the purposes of providing feedback on academic performance to date. Midterm grades are not considered part of the official cumulative program grade point average (CPGPA) and will not appear on the student's official transcript. Courses graded SAT/UNSAT may not receive a midterm grade.

## Final Grades

At the end of each term, or upon completion of a program of study, all students registered in credit courses will receive a final grade. Final grades are not official until released to the student by the Office of the Registrar.

The Office of the Registrar will post midterm and final grades electronically through MyHumber at <http://humber.ca/myhumber>.

## 12.2 Transcripts

Official transcripts provide a record of all courses attempted by a student. The Office of the Registrar will record the student's final course grades on the student's official transcript. Transcripts are available for students upon request through the Office of the Registrar via MyHumber at <http://humber.ca/myhumber>. The official transcript details a student's permanent academic record at Humber and will carry the Humber seal and an authorized signature. Students with outstanding fees or fines will be required to pay their fees and/or fines in full prior to the release of official transcripts or credentials.

## 12.3 Dean's Honours List

Full-time students with a Term Grade Point Average (TGPA) of 80% or greater in any given term will be recognized with the distinction of being on the Dean's Honours list.

Students registered with Accessible Learning Services who require official (part-time) accommodated course loads, and who earn a Term Grade Point Average (TGPA) of 80% or greater in any given term, are eligible to be recognized with the distinction of being on the Dean's Honours list.

## 13.0 GRADUATION and CONVOCATION

### 13.1 Application to Graduate and Attend Convocation

Students/Graduates must apply to graduate and attend the Convocation Ceremony by completing an Application to Graduate/Attend Convocation Form available online at [MyHumber](#). The form must be

completed seven (7) weeks prior to the date of the Convocation. It is the responsibility of the student to ensure this form is accurately completed and received by the Office of the Registrar by the deadline.

## 13.2 Graduation Requirements

### Postsecondary Certificate, Diploma, and Ontario Graduate Certificate programs

It is the student's responsibility to be aware of all the graduation requirements for the program from which they expect to graduate.

To graduate from a postsecondary certificate, diploma, or Ontario graduate certificate program, students must meet all of the following requirements.

- a. Students must have completed the program within 200% of the normal program duration. For example, a two (2) year program would have a maximum completion timeframe of four (4) years. Failure to complete the program within the 200% timeframe would require the student to apply for readmission. Students would then have their courses evaluated for currency and would be subject to the curriculum and graduation requirements in place at the time of readmission.
- b. Students must have a 60% weighted Cumulative Program Grade Point Average (CPGPA).
- c. Students must have taken at least 25% of their program credits at Humber in order to satisfy residency requirements.
- d. Students must not have acquired more than 75% of the program credits through the Prior Learning Assessment and Recognition (PLAR) process.

Students who interrupt their full-time studies will be required to meet the readmission and program requirements in effect at the time of their return to the College. Students who have interrupted their studies will not be eligible to graduate from a program that is no longer offered by the College.

Postsecondary students who achieve an 80% or greater weighted Cumulative Program Grade Point Average (CPGPA) will graduate with Honours.

Postsecondary certificate, diploma or Ontario graduate certificate students who do not attend Convocation will have their diplomas or certificates mailed to them at their primary address.

### Degree Programs

It is the student's responsibility to be aware of all graduation requirements for the program from which they expect to graduate.

To graduate from a degree program, students must meet all of the following requirements.

- a. Students must complete the program within 175% of the normal program duration. For example, a four (4) year program has a maximum completion time frame of seven (7) years. Failure to complete the program within the 175% time frame will require a student to apply for re-admission at which time the student's previous course work will be evaluated for currency and the student will be subject to the curriculum and graduation requirements in place at the time of re-admission.
- b. Students must have a 65% weighted overall cumulative program grade point average (CPGPA).
- c. Students must complete the following breadth course requirements to be eligible to graduate:
  - o Breadth courses are divided into three categories. Categories are: Society, Culture & Commerce; Science & Technology; and Arts & Humanities;

- o Students must take courses at both the lower and upper levels;
  - o Students must take a minimum of two lower-level courses in two of the three categories
  - o Students must take a minimum of two upper-level courses in two of the three categories.
  - o Students must have taken a lower-level course in a breadth category before taking an upper-level course in the same breadth category.
- d. Students must complete the breadth course requirements identified in the program of study.
- e. Students must have taken at least 25% of their credits for the program at Humber in order to satisfy residency requirements.
- f. Students must not have acquired more than 50% of the program credits through the Prior Learning Assessment and Recognition (PLAR) process.
- g. Students must satisfactorily complete the experiential learning requirement.

Students are encouraged to contact the Office of the Registrar or their Program Coordinator if they have questions regarding their graduation requirements or academic progression.

Students who interrupt their full-time studies will be required to meet the readmission and program requirements in effect at the time of their return to the College. Students who have interrupted their studies will not be eligible to graduate from a program that is no longer offered by the College.

Degree students who achieve an 80% or greater weighted Cumulative Program Grade Point Average (CPGPA) will graduate with Honours.

## 13.3 Programs No Longer Offered by the College

When a program is suspended or canceled, every reasonable effort will be made to ensure that students who are currently registered in the program will be able to complete their studies and graduate from the program. Students who have left the program or who do not complete the program before the program concludes will not be eligible to graduate from a program that is no longer offered by the college.

## 14.0 GRADING SYSTEMS

Grades will be reported in percentages or as special grades as described in [Section 14.3, \*Special Grades\*](#). A pass in each course, unless otherwise stated in the course outline, is 50%. Credit will be earned only for courses with passing grades.

### 14.1 Grade Point Average (GPA) Calculations

Humber calculates three Grade Point Averages, a Term GPA, a Cumulative GPA and a Program GPA.

#### **Term GPA**

The Term GPA is calculated at the end of each term of study and includes all course attempts and resulting grades. The Term GPA is used to determine academic standing and progression and progression in a program. It is also used to determine eligibility for the Dean's Honour List. The Term GPA is recorded and available on the Official College Transcript.

#### **Cumulative GPA**

The Cumulative GPA is calculated at the end of each term of study and includes all course attempts and resulting grades for a particular level of study. The Cumulative GPA is recorded and available on the Official College Transcript.

### **Program GPA**

The Program GPA is calculated at the end of each term of study and excludes repeated courses where the student has taken a course more than once and achieved a higher grade. The Program GPA also excludes courses that are not considered part of the student's program of study. The Program GPA is used to determine eligibility for graduating with honours. The Program GPA is not recorded on the official transcript.

## **14.2 Weighted Cumulative Grade Point Average (CGPA) Calculation**

Humber calculates a weighted Grade Point Average (GPA). All graded courses taken, including those completed within and outside of a program, will be calculated in the student's GPA. Courses with higher credit values are weighted higher in the calculation.

## **14.3 Repeated Courses**

- a. Where a student repeats a course, all course attempts will show on the student's Official Transcript. A repeated course grade will continue to be calculated in the Term GPA and the Cumulative GPA. The highest passing course grade in a repeated course situation will be used to calculate the student's overall Cumulative Program Grade Point Average (CPGPA).
- b. A student may take the same course a maximum of four (4) times.

## **14.4 Special Grades**

The following notations are **not** used in the CPGPA calculation:

AEG = Aegrotat

AUD = Audit

CR = Credit Earned

DEF = Deferred Grade

EXM = Transfer Credit/Equivalency

GNE = Grade Not Earned

INC = Incomplete

IP = In progress

LOP = Letter of Permission

NCR = No Credit Granted

RTW = Required to Withdraw

RTWP = Required to Withdraw from Program

SAT = Satisfactory

TRC = Transfer Credit/Equivalency (Fall 2014 onward)

UNS = Unsatisfactory

WTH = Course Withdrawal

# = Awarded based on the basis of a petition for late withdraw

## 14.5 Explanation of Special Grades

The following special grades, and their appropriate codes, will be used on official student transcripts, where applicable.

### **Aegrotat Grade (AEG)**

An Aegrotat grade is a final estimated grade assigned in a course where a student was physically unable to write the final exam. To qualify, a student must have experienced a severe and unanticipated personal emergency. The student is required to provide the Associate Dean with detailed documentation that supports the application. To be eligible to be considered, the student must have completed at least 60% or more of the coursework and be passing the course. Courses in which Aegrotat standing has been granted will not count toward the computation of the student's standing in the program. The Office of the Registrar grants an Aegrotat grade to a student on the recommendation of the Associate Dean.

### **Audit (AUD)**

An Audit grade is awarded to students who successfully audit a course. See [Section 7.7, Audited Courses](#) for information regarding the process of gaining Audit status in a course. A student must obtain written permission to audit a course from the appropriate Associate Dean. The Associate Dean will submit appropriate authorization to the Office of the Registrar and the faculty member teaching the course so that they are aware of the student's status in the course. The request to obtain audit status in a course must be submitted and approved prior to the fifth (5th) day of class. The Associate Dean, in consultation with the faculty member, will provide documentation to the student prescribing the extent to which the student may participate in the content of the course.

The procedures for registration and course changes of audited courses are the same as for regular course registrations, except that, after the end of the fifth (5th) day of classes, a student who is registered under audit status for a particular course is committed to that status and may not convert to credit status for the same course. With the approval of the Associate Dean, a student may change from credit to audit status up to the end of the fifth (5th) day of class. Students who are auditing courses will not be evaluated, nor will credits be earned for that course. The regular course fee will apply.

Audited courses will not be used in the determination of eligibility for continuation of study.

Audited courses are part of the normal course load for the term, but not for the purposes of assessing eligibility for Financial Assistance (OSAP).

## Credit Earned (CR)

Credit Earned notations on a transcript reflect the satisfactory completion of a course, where the assessment method does not lend itself to the awarding of a specific percentage grade.

## Deferred Grade (DEF)

In special circumstances, students who are unable to finish the examination (exam) requirements by the end of the examination period (or the specified end of a course) may request and be granted a Deferred grade in order to complete the final examination and have it calculated in their final grade. Deferred grades are issued at the end of the examination period and are not factored into the students CPGPA at the end of term.

In order to be evaluated and counted toward the student's grade, the requirements for the final examination must be completed within a period of time assigned by the College/Faculty/Program (usually by the end of the course change period in the following term). Failure to meet the deadline will result in the Deferred grade being changed to permanently represent the student's grade in that course. This grade will be assigned at the end of the course change period in the following term, and will constitute the grade earned at the time the Deferred grade was assigned.

The Deferred grade is not intended to be a permanent grade. It is only a temporary acknowledgment of a legitimate reason for granting a one time, limited, extension to the time normally allowed to complete all course examination requirements.

**Note:** A Deferred grade for a prerequisite course must be completed prior to being allowed to proceed to a higher-level course unless otherwise approved by the Associate Dean. More information is available in [Section 10.4, Deferred Privileges](#).

## Course Exemption (EXM)

A student may be granted an exemption from a course based on the completion of a body of academic work that does not align itself with the course for course Transfer Credit/Equivalency (TRC) process.



## **Letter of Permission (LOP)**

This process applies to degree students only. Once a student has been admitted to a degree program, with written approval a student may register in and complete a credit course at another institution and apply the credit(s) to their Humber degree.

## **Transfer Credit / Equivalency (TRC)**

Transfer Credit/Equivalency is granted for coursework undertaken outside of Humber at a recognized postsecondary institution that is equivalent in content to the course at Humber. Transfer credit may also be granted for diploma level course work into a degree level program. This notation is not factored into the calculation of the student's CPGPA.

## **Grade Not Earned (GNE)**

A student is awarded a grade of GNE if the student registered, but did not attend or submit work for evaluation, and did not officially withdraw from registration in the course.

## **Incomplete Grade (INC)**

In special circumstances, students who are unable to finish coursework by the end of a term (or the specified end of a course) may request and be granted a grade of Incomplete in order to have all coursework counted toward their final grade. Incomplete grades are issued at the end of term and are not factored into the students CPGPA at the end of term.

In order to be evaluated and counted toward the student's grade, additional course work must be completed during a period of time assigned by the College/Faculty/Program. Failure to meet the deadline will result in the Incomplete grade being changed to permanently represent the student's grade in that course. The partial grade, representing the work the student has completed in the course, will be assigned six (6) weeks following the end of the term, and will constitute the grade earned at the time the Incomplete was assigned.

The Incomplete grade is not intended to be a permanent grade. It is only a temporary acknowledgment of a legitimate reason for granting a one time, limited, extension to the time normally allowed to complete all course requirements.

**Note:** An Incomplete grade for a prerequisite course must be completed prior to being allowed to proceed to a higher-level course unless otherwise approved by the Associate Dean.

## **In Progress (IP)**

A student is awarded an IP grade if the course is currently in progress.

## **No Credit Granted (NCR)**

No Credit Granted notations reflect the unsatisfactory completion of a course.

## **Satisfactory Grade (SAT)**

Satisfactory notations on a transcript reflect the satisfactory completion of a course, experiential learning, or a PLAR assessment where the assessment method does not lend itself to the awarding of a specific percentage grade. This notation is not factored into the calculation of the student's CPGPA.

## **Unsatisfactory Grade (UNS)**

Unsatisfactory notations reflect the unsatisfactory completion of a course or experiential learning. This notation is not factored into the calculation of the student's CPGPA.

### **# (Notation)**

In cases of illness or other extenuating circumstances a student may petition the College to have a grade removed from the GPA calculations.

## **15.0 RELEASE of FINAL GRADES**

Grades are official on the day that they are released by the Office of the Registrar to the student. It is the responsibility of the Office of the Registrar to post the grades electronically to the secure website and to record the grades on the student's official transcript. Grades for students in financial arrears will not be released until notification/authorization is received indicating that their account has been cleared to the satisfaction of the Office of the Registrar.

## **16.0 ACADEMIC FREEDOM**

Academic freedom includes the freedom of research, of legitimate classroom discussion, and of the advocacy of alternative opinions to those presented in Humber's learning environments. To maintain an environment that supports academic freedom, students will be evaluated on knowledge and academic performance for the purposes of granting academic credit and not on the basis of personal or political beliefs.

## **17.0 ACADEMIC MISCONDUCT**

### **17.1 Definition**

All students are expected to act ethically, honestly and with integrity in all academic matters.

Academic dishonesty is behavior that erodes the basis of mutual trust on which scholarly exchanges commonly rest, undermines Humber's ability to evaluate a student's academic achievements, or restricts the College's ability to accomplish its learning objectives. Humber takes a serious view of academic misconduct and will penalize students who are found responsible for offences associated with academic dishonesty, misrepresentation of personal performance, restrictions of equal opportunities for access to scholarly resources, or damage to the integrity of scholarly exchanges.

This section of the regulations applies to University of New Brunswick- Humber Collaborative Nursing program

### **17.2 Responsibilities**

It is the responsibility of Humber faculty, students, and staff to be aware of and to uphold the principles of academic honesty/integrity. Furthermore, all members of Humber's community including students, faculty, and staff have the specific responsibility of initiating appropriate action in all instances where academic misconduct is believed to have taken place. This responsibility includes giving due consideration to the deterrent effect of reporting such offences when they do occur, making one's disapproval of such behavior obvious, and helping to ensure that the Humber community does nothing to encourage or facilitate academic dishonesty.

Humber students are responsible for familiarizing themselves with and abiding by the policy on student academic integrity. Faculty, staff and students have the responsibility to create an environment that discourages misconduct. The need to educate students about academic integrity places particular responsibility on faculty. Instructors should be explicit about expectations with respect to academic integrity, and information with respect to academic misconduct should be presented to students as part of the course outline, academic program orientation materials, and other materials posted and distributed to students.

## 17.3 Academic Misconduct Offences

Academic dishonesty/ misconduct is broadly defined as an offence against the academic integrity of the learning environment. Students are responsible for knowing what constitutes an academic offence and faculty members have a responsibility to provide students, early in their course or program, with information about academic integrity. An offence may be deemed to have been committed whether the student knew a particular action was an offence or ought reasonably to have known. Ignorance does not excuse students from the responsibility for verifying the academic integrity of their work before submitting it. Students who are in any doubt as to whether an action on their part could be construed as an academic offence should consult with a faculty member or program coordinator before submission of an assignment.

Academic misconduct includes, but is not limited to, the following examples:

### Academic Dishonesty

- a. Plagiarism, in the broadest sense, is misrepresenting the work of others as one's own. Plagiarism can be understood as the act of copying, reproducing or paraphrasing significant portions of someone else's published or unpublished material, and representing these as one's own thinking by not acknowledging the appropriate source or by the failure to use appropriate quotation marks. This includes, but is not limited to, print material, photos, drawings, computer code, and designs. Students have the responsibility to learn and to use the conventions of documentation, and, if in any doubt, are encouraged to consult with the faculty member of the course, or the Program Coordinator.
- b. Copying another person's answers to an examination question.
- c. Using another's data or research findings.
- d. Buying or selling essays, papers, or assignments.
- e. Copying from or using prohibited material in an assignment or examination including, but not limited to, textbooks or other documentary or electronic equipment, personal notes, or other aids not approved by the faculty member, for example, accessing unauthorized test questions from an electronic database.
- f. Improper academic practices including the falsification, fabrication, or misrepresentation of material that is part of academic evaluation, the learning process, or scholarly exchange. This offence would include reference to resources that are known not to exist or the listing of others who have not contributed to the work.
- g. Co-operating or collaborating in the completion of an academic assignment, in whole or in part, when the instructor has indicated that the assignment is to be completed on an individual basis.

Humber reserves the right to utilize authentication and/or plagiarism detection software as a means of determining academic dishonesty.

## Misrepresentation of Personal Performance

- a. Submitting false, fraudulent or purchased assignments, research or credentials, or the falsifying or withholding of records, transcripts, letters of reference, letters of support, or other academic documents.
- b. Impersonation by having someone impersonate oneself, either in person or electronically, in class, in an examination, or in connection with any type of course assignment or material or availing oneself of the results of such impersonation. Both the impersonator and individual impersonated (if aware of the impersonation) are subject to the academic dishonesty process.
- c. Submitting a false medical or compassionate certificate, or presenting other such documentation under false pretenses.
- d. Improperly obtaining, through theft, bribery, collusion or otherwise, access to privileged information, or examination paper or set of questions.
- e. Submitting the same course work, research, or assignment for credit on more than one occasion in two or more courses without the prior written permission of the faculty members in all of the courses involved; misrepresenting the amount of work an individual has contributed to a group assignment or activity.
- f. Possession or use of an unauthorized aid, to use or obtain unauthorized assistance in any academic examination, term test, assignment, or in connection with any other form of academic work. Such aids or material may include, but are not limited to, specific documents, electronic equipment or devices, and commercial services (such as writing, editorial, software, or research survey services).

## Damage to the Integrity of Scholarly Exchanges

- a. Altering, destroying, hiding, or generally restricting the access to academic materials intended for general use.
- b. The unauthorized removal, destruction, or theft of library or other Humber resources.
- c. Inappropriate distribution of restricted material.
- d. Obstructing the academic activities of others. This may involve interfering with the scholarly activities of another or altering or falsifying the work of others, in order to harass or gain unfair academic advantage. This includes, but is not limited to, interfering or tampering with experimental data, with a written or other creation, with a chemical used for research, or with any other object of study.

## Facilitating Academic Misconduct

Knowingly assisting anyone in committing any form of academic misconduct is itself academic misconduct and subject to this policy. This may include, but is not limited to, offering for sale essays or other assignments with the intention that these works will be subsequently submitted for assessment.

## 17.4 Academic Misconduct Sanctions

If a student is found to be responsible for academic misconduct, an Academic Misconduct Letter will be issued to the student by the Associate Dean or designate. An Academic Misconduct Letter will clearly indicate the outcomes of the review which may include one or more of the following:

- a. required submission of a new piece of work;
- b. partial or total loss of marks on the exam/assignment in which the offence occurred;
- c. partial or total loss of marks for the course in which the offence occurred;
- d. a notation on file in the Academic Faculty;
- e. a notation on the student's official transcript;
- f. the rescinding of Humber-funded scholarships or bursaries;

- g. suspension from Humber for a period of between two (2) and six (6) consecutive terms. The student will not be permitted to register and will retain none of the privileges accorded to students. Students who have been expelled or suspended will not receive credit for any studies during that suspension or expulsion period. A student who wishes to be considered for readmission after this period of time must make an application for readmission that will be evaluated on the basis of eligibility to continue. A student who is suspended for academic misconduct and also fails to meet the continuation of study requirements may be required to serve the associated penalties consecutively;
- h. a recommendation for expulsion from Humber. A student who has been expelled from Humber is not eligible for readmission to Humber for at least five (5) years); and
- i. a recommendation for rescinding of the credential. A person, who is found guilty of academic misconduct after having been approved for graduation, or after having a credential conferred, may have that credential rescinded.

Sanctions for academic misconduct will consider the severity and frequency of the academic offence as determined by the Associate Dean.

**Note:** Sanctions may be applied retroactively if an offence is discovered subsequent to completion of a course or after graduation.

## 17.5 Detecting and Responding to Suspected Academic Misconduct

### Examinations

Invigilators will be present at all examinations to supervise the delivery of the examination and detect any signs of academic misconduct. Invigilators may use input from others to assist them in verifying detection of academic misconduct.

In cases of suspected academic misconduct the invigilator may allow the student to complete the examination and may take action by doing one of the following.

- a. In the case of suspected impersonation, the invigilator will require the student concerned to remain after the examination until the student is satisfactorily identified.
- b. In the case of suspected copying another person's answer(s) to the examination question, the invigilator may request that the student complete the exam in another location or setting if it is deemed that such action will cause the least disruption to those taking the examination.
- c. In the case of suspected copying from or using prohibited material in an examination, the invigilator may confiscate the suspect material (including electronic devices) and request that the student make contact with the faculty member responsible for the course once the examination period is over.

In cases where the faculty member responsible for the course is not invigilating the exam, the invigilator will complete an *Academic Misconduct Form*, append any confiscated material to the form, and provide the information to the appropriate faculty member. The Program Coordinator and / or Associate Dean, when preparing the response regarding the academic offence, will also use this documentation.

### Student Work

The responsibility for detecting academic misconduct on term assignments and other course requirements lies with the faculty member, who may make use of reports from others and/or originality/plagiarism detection software to assist in detection. Where academic misconduct is suspected, the faculty member:

- a. shall retain possession of suspect material;
- b. may seek to interview the student to allay suspicion or to confirm it; and
- c. shall initiate the Academic Misconduct Form.

In all cases, the faculty member shall submit the Academic Misconduct Form and suspect material to the Program Coordinator and Associate Dean for further action.

## Cases outside the Domain of Examinations or Assignments

The responsibility for detecting academic misconduct in the context of an academic environment that is not part of the formal examination or assignment process must rest with the entire Humber community. Where academic misconduct is suspected, but where it is unclear whether it is directly related to a specific course, or where the specific course is unknown, those with knowledge of an offence should contact the Senior Dean of the appropriate Academic Faculty. If the suspected offence appears to be related to a specific course, then the faculty member of the course should be contacted. Instructors have access to and the right to use electronic and other means of detection.

## 17.6 Documentation of a Violation of Academic Misconduct

Where there is evidence of suspected academic misconduct, the faculty member or person aware of the issue should consult with the Program Coordinator and the Associate Dean to determine whether the offence and the associated information/documentation merit a formal complaint. If it is deemed that a formal complaint is likely and that further investigation is required, the Associate Dean shall take any or all of the following actions:

- a. notify, and arrange for an interview with the student, unless the student is unavailable or unwilling;
- b. delay the submission of the grades for the student;
- c. seek further information from faculty member(s) or any other parties involved;

consult with the Office of the Registrar to ascertain if any record of a previous academic offence exists; and

- a. notify the Office of the Registrar to hold changes to the student's record.

If the Associate Dean deems the student is not responsible at this stage, no sanctions will be assessed, no record of the suspected offence or complaint will be kept, and all parties involved will be informed by the Associate Dean.

If the Associate Dean determines that the student is responsible, the Associate Dean shall:

- a. notify the student in writing of the charge of academic misconduct, including the offence, the sanction, the effective date and the student's right to appeal (see [Section 17.4 on Penalties](#) and [Section 18.2 on Appeals](#)); and
- b. notify the Office of the Registrar for purposes of documenting the offence on the student's record.

In cases where Expulsion or Rescinding of a credential is recommended, the Senior Dean shall consult with the Vice President, Academic and the President.

**Note:** A student accused of an offence of academic misconduct in a particular course or courses will not be allowed to drop the course(s) in question during the period of the investigation. If the student is found to be responsible for the academic misconduct and receives a sanction other than an official warning, the student will not be allowed to drop the course(s).

# 17.7 Record of Academic Misconduct and/or Expulsion

## Academic Misconduct

- a. **First Offence:** a first offence of academic misconduct, unless considered severe, will be recorded by the Office of the Registrar but not placed on the student's academic record.
- b. **Second Offence:** a second offence of academic misconduct may result in a notation of “Academic-Suspension” on the student's academic record and transcript. This notation will be expunged from the student’s record and transcript upon graduation.
- c. Students who do not graduate from Humber may submit a request to the Registrar to have the record of the offence expunged no sooner than three (3) years after the date of the student’s last registration.

## Expulsion

The record and notation of “Academic- Expulsion” is permanent, unless a petition to have the record expunged has been approved by the President. Students may submit a request to the Office of the Registrar to have a record of expulsion expunged from their academic record no sooner than five (5) years after the date of the expulsion.

## Confidentiality

Access to the record of academic misconduct will be limited to those involved in processing appeals and those involved in processing additional complaints against the student.

# 18.0 GRADE REVIEW and ACADEMIC APPEAL

It is the intent of the Grade Review and Academic Appeal processes to provide a reasonable, efficient, and effective process to facilitate the resolution of matters affecting a student's academic performance and, where relevant, his or her standing in a program. This process applies all Humber postsecondary programs and University of New Brunswick- Humber Collaborative Nursing program.

A Grade Review or Academic Appeal is deemed to be a request to review an academic decision of Humber as a college, and not a complaint against an individual staff member. The academic decisions dealt with through this procedure are:

- a. decisions on grades;
- b. decisions arising from the methods and criteria used by a professor on assigning a final mark;
- c. decisions based on academic misconduct, including suspension or expulsion;
- d. decisions regarding academic probation and withdrawal or special consideration on the basis of medical, psychological, or compassionate grounds; and
- e. decisions regarding denial of a request for readmission to a program.

**Note:** where readmission to a program has been denied, the student must be able to present, for consideration, evidence of the ability to perform at an acceptable level in the program in question.

The intent of this policy is to allow the student and the Academic Faculty the opportunity to attempt to resolve the issue through the *Faculty-Level Academic Appeal* process before proceeding to a *College-Level Academic Appeal*.

A student who wishes a formal review of any of the decisions outlined above should refer to the following sections of this document.

Grade reviews and academic appeals are distinguished as follows:

## Grade Review

This section of the appeal policy governs concerns relating to grades assigned for in-course work such as assignments, clinical placements, final examinations, or a final course grade. All issues involving grades must be dealt directly with the Faculty that delivered the course through the processes outlined in this section.

**There is no further right of appeal of the grade once the Faculty has completed a Formal Grade Review and made a final decision.**

## Faculty-Level Academic Appeal

This section of the appeals policy governs appeals of an academic decision regarding probation; academic withdrawal and expulsion; appeals relating to academic misconduct; or a request for special consideration on the basis of medical, psychological, or compassionate grounds. The Faculty-Level Academic Appeal allows the Faculty to review the decision and provide the perspective of the Faculty in writing to the student. If a student is not satisfied with this decision, and certain criteria are met, the student may request a College-Level Academic Appeal. Students must appeal the results of the Faculty-Level decision on one or more of the following grounds:

- there is new evidence that is likely to change the outcome;
- there is evidence of procedural error or bias in the process; and/or
- the sanction imposed is not consistent with the nature of the offense.

For detailed criteria see Section [18.2.a, \*Filing an Academic Appeal\*](#).

## College-Level Academic Appeal

Following the completion of the Faculty-Level Academic Appeal, if a major academic decision is not satisfactorily resolved between the student and the Faculty through that process, or a student who is subject to the *Professional Suitability Policy*, such as that in existence in the Faculty of Health Sciences & Wellness, disputes the decision of the Faculty, the student may file a College-Level Academic Appeal through the Office of the Registrar *if the student can demonstrate grounds for an appeal in one of the three (3) aforementioned ways. All appeals must be filed within ten (10) business days following the written decision of a Senior Dean or an official designate regarding a Faculty-Level Academic Appeal.*

In the event that the academic decision being appealed is not upheld through the Grade Review or Academic Appeal processes, resolutions may include, but are not limited to, student reinstatement or other corrective actions for the benefit of the student, but may not include the awarding of monetary compensation, the arbitrary awarding of a final mark different from that given by the Faculty, or disciplinary action against any employee of Humber arising out of information presented at an academic appeal.

This policy does not apply to conflicts connected with student employment by Humber (other than required work experience components of a program) or actions covered under Humber's Human Rights Policy and Procedure.

All parties to an appeal shall understand that any postponement and/or delay of an appeal, regardless of the stage, may reduce the range of options available to the student.



## Student Advisor

*A student has the right to access a student advisor* during the Grade Review and Academic Appeals processes. The function of a student advisor is outlined under the section of this policy titled, “Role of the Student Advisor.” A student may contact an advisor through the Office of the Registrar.

# 18.1 Grade Review and Faculty-Level Academic Appeal: Procedure

The terms Grade Review and Faculty-Level Academic Appeal refer to the process that a student must initiate within the Faculty before considering a College-Level Academic Appeal by a College-Level Academic Appeal Panel.

## 18.1.a Grade Review

Grade Reviews are concerns related to grading of coursework, assignments, clinical placements, examinations, and final course grades. Grade reviews related to grades received in any assessment must be initiated within ten (10) business days after the receipt of the graded work or release of grades.

### Preliminary Steps toward Resolution

If a student has questions or concerns regarding a grade on an assignment or test, the student should discuss the matter with the faculty member. The Program Coordinator and/or the Associate Dean may be asked to assist if the faculty member and student are unable to resolve the issue.

**Note:** If an assignment or test is not normally returned to the student, the Faculty will ensure that the student has the opportunity to review the assignment or test under the supervision of the professor or designate.

### Formal Request for a Reassessment of In-Course Work or Final Exam

If a student is not satisfied with the outcome of the preliminary step toward resolution referenced above, a formal request for a **Reassessment of the In-Course Grade** may be made. This process applies to major assignments or tests worth at least 20% of the final grade and to cases where a student has failed the assignment or believes there is a major discrepancy of at least 10% between the grade they earned and the grade they feel they should have earned.

In such cases, a student may request a reevaluation of the test or assignment by completing a *Request for Reassessment of In-Course Work or Final Exam Form* and submitting it to the Associate Dean responsible for the course in question. Forms are available from the Office of the Registrar or on the [Academic Regulations](#) webpage.

The Associate Dean will arrange for two professors other than the professor teaching the course to individually reevaluate the assignment/exam/paper, based on established criteria as outlined in the assignment. The original grade/marks by the course professor are to be obscured in the photocopy provided for reevaluation.

The average of the two assessors' grades will be used as the grade. This grade may stay the same or be lower or higher than the original course grade.

The Faculty shall ensure that the reassessment of the grade is to be completed within ten (10) business days from the submission of the Grade Review unless both parties have mutually agreed to an extension. The assignment of grades is a Faculty-Level decision and a student may not appeal the resulting grade on an individual in-course piece of work except for reasons relating to breach of process in the handling of the Grade Review.

## **Formal Request for a Review of a Final Course Grade**

A student has the right to review a final course grade with the professor. A review of the final course grade may be premised on a miscalculation of the final grade or deviation from the evaluation procedures described in the course outline. If a student is not satisfied with the outcome of the review with the professor and/or Program Coordinator, the student may submit a request in writing to the Associate Dean requesting a further review no later than ten (10) business days after the end of the term or training period within which the course or unit of instruction was offered. The request should be submitted on a *Request for Review of a Final Grade Form*. Forms are available from the Office of the Registrar or found on the [Academic Regulations](#) webpage.

The Associate Dean will provide a written decision within ten (10) business days of receipt of the request unless both parties have mutually agreed to an extension. A student may not challenge a final course grade on the basis of an individual in-course piece of work that has or has not previously been re-marked.

The assignment of a final course grade is a Faculty-level decision and may not be appealed to a College-Level Academic Appeal Panel except for reasons relating to breach of process in the handling of the Grade Review. In such cases, the College-Level Academic Appeal must be filed within ten (10) business days of the student's receipt of the decision of the Final Grade Review.

## **18.1.b Faculty-Level Academic Appeal**

Faculty-Level Academic Appeals are concerns regarding an academic decision pertaining to probation, academic withdrawal, expulsion, academic misconduct, or special consideration on the basis of medical, psychological, or compassionate grounds.

If a student has a concern relating to any of the issues identified above, the student shall discuss the matter with the responsible professor who shall provide the student with the reasons for the decision. The Program Coordinator may be asked to assist if the professor and student are unable to resolve the issue.

If a student is not satisfied with the outcome of the discussions, the student may initiate a Faculty-Level Academic Appeal by requesting that the Senior Dean or designate review the concerns. This request must be initiated, in writing, by the student on a Faculty-Level Academic Appeal form no later than ten (10) business days after the end of the term within which the course or unit of instruction was offered. In this request, the student shall provide any and all documentation, (for example, medical notes or letters) which may impact the resolution of the appeal. Forms are available from the Office of the Registrar or found on the [Academic Regulations](#) webpage.

The Senior Dean or designate will review the Faculty-Level Academic Appeal and provide a written decision to the student within ten (10) business days of the receipt of the student's written request unless both parties have mutually agreed to an extension. It is incumbent upon both parties to make every effort to meet the deadlines.

The Senior Dean or designate is responsible for ensuring that the results and reason(s) of any and all levels of a Faculty-Level Academic Appeal shall be documented and kept on file by the Faculty.

## **18.2 College-Level Academic Appeal: Procedure**

College-Level Academic Appeals normally apply only to academic decisions relating to a Faculty-Level Academic Appeal.

## 18.2.a Filing a College-Level Academic Appeal

If a major academic decision is not satisfactorily resolved between the student and the Faculty through the Faculty-Level Academic Appeal process, or a student who is subject to a *Professional Suitability Policy* disputes the decision of the Faculty, the student may file a College-Level Academic Appeal through the Office of the Registrar. All appeals must be filed within ten (10) business days following the written decision of the Senior Dean or designate regarding a Faculty-Level Academic Appeal.

Decisions relating to a Grade Review cannot be appealed to a College Academic Appeal Panel except for reasons relating to breach of process in the handling of the Grade Review. Students must appeal the results of their decision and demonstrate one or more of the following grounds:

- there is new evidence that is likely to change the outcome;
- there is evidence of procedural error or bias in the process; and/or
- the sanction imposed is not consistent with the nature of the offense.

College-Level Academic Appeals must be filed in writing to the Office of the Registrar on the *Application for a College-Level Academic Appeal Hearing Form*. The form is available from the Office of the Registrar or found on the [Academic Regulations](#) webpage.

Prior to filing a College-Level Academic Appeal, students are encouraged to consult with a student advisor by contacting the Assistant to the Registrar in the Office of the Registrar.

At the time of filing the appeal, a student must:

- a. state the grounds for the appeal and the resolution being sought;
- b. provide a copy of the written decision from the appropriate Dean (or designate) indicating the outcome of the Faculty-Level Academic Appeal or the decision confirming the charge of Academic Misconduct;
- c. include copies of all documentation supporting the reasons for the appeal;
- d. indicate if they will represent themselves at the Appeal Hearing or if they wish to have someone present the argument. If being represented, the student must provide the name and role of the individual who will represent the student;
- e. indicate who, if anyone, will accompany them at the Academic Appeal Hearing (maximum of 2 people); and
- f. indicate the name of the student advisor, or, indicate if they would like Humber to make available a student advisor to assist them in preparing for the Hearing.
- g. Identify any witnesses or other individuals the student feels have knowledge of the situation and who therefore should be at the Appeal Hearing.

Once a formal appeal is filed, the Office of the Registrar shall:

- a. schedule the appeal date and time; and
- b. distribute the application and the supporting documentation according to the appropriate timelines.

The Faculty will, within a maximum of five (5) business days of the time the Appeal was filed, provide the following to the Office of the Registrar:

- a. a written response to the student's issue;
- b. all documentation to be presented at the College-Level Academic Appeal Hearing; and
- c. the name of the individual(s) who will be representing the Faculty at the hearing, and the name(s) of any witnesses the Faculty will be calling. The professor directly involved in the academic decision

being appealed is expected to appear. In the event that the professor is unable to attend the Academic Appeal Hearing, a signed statement, which explains the involvement in the situation and the reasons for the absence, shall be provided to the Office of the Registrar.

Upon receipt of the response from the Faculty, the Office of the Registrar shall distribute the complete package of documentation along with the names of all participants to the student, the Academic Appeal Panel and the Faculty. The student shall have a minimum of five (5) business days to review the Faculty's submission prior to the Academic Appeal Hearing.

Extension(s) to the above time frames may be granted if extenuating circumstances can be shown. Requests for extension(s) from the student and/or from the Faculty shall be made in writing through the Office of the Registrar to the Chair of the Academic Appeal Panel. The Chair shall respond to the request through the Office of the Registrar.

No new documentation from either the student or the Faculty may be submitted on the day of the scheduled hearing, unless otherwise directed by the Chair of the Academic Appeal Panel, following consultation with the Panel members.

## **18.2.b Role of the Office of the Registrar**

The Office of the Registrar shall be responsible for coordinating all of the activities associated with an Academic Appeal, including but not necessarily limited to:

- coordinating the Academic Appeal Hearing according to the *Academic Regulations* and distributing all documentation;
- scheduling the Academic Appeal Hearing and notifying the participants;
- distributing the decision; and
- secure storage of appeal documentation for a period of seven (7) years.

## **18.2.c Role of the Student Advisor**

A student advisor shall be made available to advise the student throughout the process and during the Academic Appeal Hearing. A student may contact an advisor by contacting the Office of the Registrar.

At the request of the student and with their express written permission, the advisor may, on behalf of the student, communicate with the Faculty prior to the scheduled hearing. An advisor will provide guidance or advice but will not represent the student or the Faculty at the Academic Appeal Hearing. An advisor may, with the student's permission, accompany the student to meeting(s) with Faculty personnel and/or the Academic Appeal Hearing.

Confidential information may at times be shared by the Faculty and/or student with the advisor. The advisor shall respect this confidentiality at all times. It is understood that at no time during either the Grade Review or Academic Appeal stages will the advisor compromise Humber's academic standards/regulations.

It is assumed that the student will disclose all relevant information to the advisor and that the student shall prepare and present all relevant material to the Academic Appeal Panel. The advisor shall listen to ensure all material is presented fully and fairly.

If the student discloses to the advisor any issues, which, in the advisor's opinion seem discriminatory or harassing in nature, the advisor is obligated to inform the student of Humber's Human Rights policy and related procedures.

Should the student elect a representative to present the case at the Appeal Hearing, the student advisor's role in the preparation for the Appeal shall cease. The representative named by the student may request

information regarding college policies and the appeal procedures by contacting the Office of the Registrar.

## 18.2.d Composition of the Appeal Panel

Humber shall ensure that an Academic Appeal Panel is comprised of five (5) individuals (including the Chair of the Appeal Panel) selected from Faculties other than the Faculty in which the student is registered, and the Faculty in which the academic decision being appealed originated, if the two are different.

Humber will designate a cross section of full-time administrators, faculty members, and students to serve on Academic Appeal Panels. Humber provides an orientation to the Panel members to ensure the Academic Appeal Policy and corresponding procedures are correctly administered.

Academic administrators and faculty volunteers shall serve for a three (3) year period. Approved student volunteers shall serve for a period of three (3) years provided they maintain status as a student or have graduated from a program within the last 6 months. Each Academic Appeal Panel will include at least one (1) student and one (1) faculty member.

To ensure consistency of process, each Academic Appeal Panel shall be chaired by the standing Chair(s) designated by Humber.

When a student in a degree program files an academic appeal, the Academic Appeal Panel shall be comprised of individuals actively involved in that level of study.

If deemed relevant by the Academic Appeal Panel, the Chair may invite participation from a relevant professional regulatory body or professional association where the Panel recommends that such participation would provide information required to render an informed and fair decision. Such participation will be disclosed to the appellant prior to the Appeal Hearing.

## 18.2.e Dismissal of an Academic Appeal

An Academic Appeal may be dismissed if the student has previously submitted the same, or substantially the same complaint to any other formal College grievance procedure; if the appeal is not timely; if the student has improperly omitted a prior step(s) of the Faculty-Level Academic Appeal process (see [Section 18.1.a](#) and [Section 18.1.b](#)); or the student has commenced civil or other litigation against Humber on the decision in question.

If the Registrar feels any of these circumstances exist, the Registrar will refer the student's written *Application for a College-Level Academic Appeal* and the student's accompanying written documentation to the Chair of the Academic Appeal Panel for review. If the Chair agrees that the Appeal is beyond the normal timelines or does not conform to the appeal policy, the Chair may dismiss the appeal and provide the reasons for the dismissal to the student in writing.

A student may withdraw his or her request for an Academic Appeal prior to the scheduled hearing date.

## 18.3 Academic Appeal Hearing Protocol

The student has the right to representation throughout the various stages of the Academic Appeal procedure, as does Humber. The student shall advise Humber of their intent to retain a representative at the time an Academic Appeal is filed. Regardless of the outcome of any Academic Appeal Hearing, any costs incurred by the student as a result of being represented are the sole responsibility of the student. In the event the student retains legal representation, Humber has the option to do the same, at its own expense. Those representing the student and/or Humber shall be allowed to present their client's case, and may direct

questions for clarification through the Chair, once the person providing the information has completed his or her formal presentation.

A student may request a maximum of two people, including the student advisor to accompany them at the Academic Appeal Hearing. A student must indicate if anyone will accompany them at the time an Academic Appeal is filed.

The Faculty will be represented by the Dean and/or the Senior Dean and the Professor directly involved.

Prior to the Academic Appeal Hearing, the Chair of the Appeal Panel will direct the Office of the Registrar to confirm the participants at the hearing with the Academic Appeal Panel, the student and the Faculty.

An Academic Appeal Panel member having any prior knowledge of the student or of the nature and circumstances of the appeal must withdraw from the Panel.

Academic Appeal Hearings shall be conducted in private.

Recording devices are not permitted during an Academic Appeal Hearing.

All information presented and/or discussed at an Academic Appeal Hearing is deemed confidential and the Chair of the Panel will advise participants of their responsibility to maintain the confidentiality of the proceeding.

Once an Academic Appeal Hearing is in session, all participants must remain until all information has been heard and the meeting formally adjourned and/or concluded. A student may request a private caucus prior to make their closing remarks. If requested, all participants will be asked to exit the appeal hearing room for the length of time noted by the Chair.

Witnesses called by either the student or the Faculty shall be dismissed by the Chair of the Academic Appeal Panel once they have presented their information and have been questioned by the other party to the Appeal, and by the Academic Appeal Panel.

The decision of an Academic Appeal Panel shall be by majority vote and is final and binding on all parties. The student and/or Faculty are precluded from seeking subsequent review of the appeal decision under any office, or in accordance with any policy or procedure within Humber.

One copy of all materials presented at an Academic Appeal Hearing shall be kept on file until graduation or seven (7) years from the last date of registration. This material shall be held in the Office of the Registrar.

If two (2) or more formal appeals are submitted at the same time which involve the same or similar questions, the Chair may:

- combine the appeals or any part of them, with the consent of the parties;
- hear the appeals at the same time, with the consent of the parties;
- hear the appeals one immediately after the other;

In the event of an Academic Appeal from a group of students, two (2) students, with the written permission of the other members of the group, shall represent the interests of the group at the Academic Appeal Hearing. The decision rendered by the Academic Appeal Panel in a group appeal shall be considered binding on all members of the group identified as students in the appeal.

## **The format for the Academic Appeal Hearing shall be as follows:**

1. The Chair shall introduce the members of the Academic Appeal Panel and review the format of the meeting and any rules of process that are appropriate. All procedural questions shall be directed to the

- Chair of the Academic Appeal Panel, and are subject to the final decision of the Chair.
2. The Chair shall ask each participant to confirm that they are willing to maintain the confidentiality of the information presented at the proceeding.
  3. The Chair shall ensure that sufficient time is provided to cover all points that are relevant to the appeal.
  4. The Chair shall ensure that all documentation tabled was submitted prior to the Academic Appeal Hearing and was received by all participants within the allotted time period unless otherwise ordered.
  5. The Office of the Registrar shall provide a certified copy of the student's full academic record if it is requested by either the student and/or the Faculty for their submission and is deemed by the Academic Appeal Panel as being relevant to the appeal being heard.
  6. The Faculty named in an Academic Appeal shall provide a copy of the outline(s) for the course(s) and all course materials cited in the appeal along with a copy of the appropriate curriculum in the event the course is part of a program.
  7. The student (or the student's representative) is required to clearly state the nature of the appeal, present the case referring to any relevant documentation previously submitted, and state the resolution being sought.
  8. The Faculty (or its representative) shall state its position and speak to any relevant documentation.
  9. The student (or the student's representative) and the Faculty (or its representative) shall have the opportunity to question persons providing information through the Chair once the person providing the information has completed their formal statement.
  10. Members of the Academic Appeal Panel may raise questions through the Chair at any time to ensure that all points are clearly understood and are relevant to the Appeal.
  11. Based on the information provided, the Faculty and the student shall be provided with an opportunity to summarize their position. The student will have the opportunity to speak last.
  12. After confirming that both parties have presented all relevant information and the student has had the final opportunity to speak, the meeting shall adjourn and the Academic Appeal Panel shall caucus privately and in confidence to reach a decision. The decision shall be determined by majority vote of the Panel.
  13. If an Academic Appeal Panel upholds the decision, the action of the Faculty stands and is written as such.
  14. If the Academic Appeal Panel does not uphold the decision, the Panel may award resolutions such as:
    - a. directing the Faculty to administer and/or accommodate the student with respect to a new final examination, assignment or paper in the course; or
    - b. directing the Faculty to reinstate the student to the program status they were prior to the academic decision being appealed.

**Note:** The Panel has no authority to provide any monetary award, to impose an actual mark, or to reprimand or take disciplinary action against any individual as a result of information presented at an appeal.


15. The decision and reasons of an Academic Appeal Panel shall be forwarded in writing to the student and the Faculty within ten (10) business days of the Academic Appeal Hearing.
16. In the event that an Academic Appeal Panel finds in favour of the student, the Faculty cited in the appeal shall be responsible for implementing the decision of the Panel and for ensuring the student's academic record is corrected if necessary.
17. In the event that an Academic Appeal Panel upholds the academic decision of the Faculty, other than a College-initiated withdrawal/expulsion, the decision is not made part of a student's permanent academic record, but shall become part of a student's confidential record. Upon graduation, a student's confidential record is expunged. Should a student not graduate, a student's confidential record is expunged five (5) years after the disposition of an appeal.

## 19.0 ACKNOWLEDGEMENTS

This document was amended and updated in 2019 and informed by current Humber policies, regulations, and codes. Portions of the *Admission Requirements* and *Academic Regulations* policy were adapted from our

partner institutions, the University of Guelph and the University of New Brunswick.



<b>Policy #</b>	(formerly 149) AC106
<b>Approved by:</b>	
<b>Name:</b>	Michael Hatton
<b>Title:</b>	Vice President Academic
<b>Approval Date:</b>	December 3, 2012
<b>Policy Holder:</b>	Vice President Academic
<b>Administrative Contact:</b>	Associate Vice President Academic
<b>Replaces Policy Dated:</b>	December 2, 2004
<b>Review Date:</b>	December 2017

## Academic Freedom Policy

### Purpose/Rationale:

Humber College Institute of Technology and Advanced Learning (hereafter referred to as “Humber” or “the College”) is committed to upholding and preserving principles of academic freedom as outlined in this policy.

### Scope:

This applies to all faculty, staff and students of the College.

### Definitions:

Academic Freedom: in accordance with Humber’s Academic Regulations, academic freedom includes the freedom of research, of legitimate classroom discussion, and of the advocacy of alternative opinions to those presented in Humber’s learning environments.

### Policy:

1. All College members including faculty, staff, and students shall support and protect this fundamental principle and work collaboratively to provide an environment of tolerance and mutual respect. Every member of the College should be able to work, teach, and learn, in an atmosphere which is free from harassment and discrimination.
2. Humber requires that its members exercise academic freedom responsibly. Academic freedom does not relieve any member of the College from his/her obligations or duties inherent in the roles associated with the teaching and learning process or Ontario Human Rights policy and legislation.
3. It is recognized that while all employees of Humber have rights as citizens, they should make every effort when speaking or writing as citizens that they are not representing the College on matters of public interest.

**References:**

Humber Admission Requirements and Academic Regulations for Degree, Diploma and Certificate Studies

Humber Academic Honesty Policy


Humber Code of Ethics

Humber Human Rights Policy

*The Ontario Human Rights Code, 1962*

**Related Procedure**

None

<b>Policy #</b>	(formerly 150)
<b>Approved by:</b>	
<b>Name:</b>	Michael Hatton
<b>Title:</b>	Vice President Academic
<b>Approval Date:</b>	November 23, 2012
<b>Policy Holder:</b>	Vice President Academic
<b>Administrative Contact:</b>	Associate Vice President Academic Operations
<b>Replaces Policy Dated:</b>	December 1, 2004
<b>Review Date:</b>	November 2017

## Academic Honesty of Faculty and Staff

### Purpose/Rationale:

Academic honesty is central to the learning environment enjoyed by all members of the Humber College Institute of Technology & Advanced Learning (hereafter referred to as “Humber” or “the College”) and an expectation of all Humber applicants, students, faculty and staff. A breach of academic honesty is considered to be an offense against the academic integrity of the learning environment. This policy is intended to ensure adherence to Humber’s standard of honesty and scholarly integrity in all activities relating to teaching, supervision, research, administrative and consultative work of faculty and staff and to protect the academic integrity of the institution.

**This document is available in alternate format on request.**

### Scope:

The policy applies to all faculty and staff of the College and to all activities related to teaching and learning, supervision, research, administrative and consultative work.

All policies and procedures surrounding Academic Honesty and breaches of Academic Honesty concerning applicants and students of the College are dealt with in Section 12 of the Academic Regulations.

### Definitions:

Academic Honesty: is the adherence to appropriate principles or standards in the pursuit of all academic and professional activities.

Breach of Academic Honesty: is broadly defined as an offence against the academic integrity of the learning environment, which includes but is not limited to, instances of misrepresentation of personal credentials or achievement, plagiarism, deception, fabrication, bribery, falsification and undisclosed conflicts of interest.

**Policy:**

1. Humber expects high standards of education and training and requires that all members of the College community be committed to academic honesty and scholarly integrity in their educational and professional activities.
2. All members of the Humber community including faculty, staff and students are responsible for detecting and reporting any suspected breaches of academic honesty and participating in any investigation.
3. Any allegation of a breach of academic honesty concerning faculty and staff will be submitted in writing to the President or his/her designate. The privacy of all individual(s) will be protected during the complaint process.

**References:**

[Admissions Requirements and Academic Regulations for Degree, Diploma and Certificate Studies, Section 12](#)

[Admissions Requirements and University Regulations for the Bachelor of Nursing Degree Program](#) (University of New Brunswick)

[The University of Guelph Undergraduate Degree Regulations and Procedures](#)

Humber Integrity in Research Policy

Humber Copyright Policy

Humber Conflict of Interest Policy

Humber Intellectual Property Policy

[Humber Code of Ethics](#)

**Appendices:**

None

**Related Procedure:**

Allegations of a Breach of Academic Honesty Procedure

[Academic Regulations, Section 12.1](#)

Humber's Academic Regulations provide very specific regulations for students pertaining to acts of academic dishonesty, misrepresentation of personal performance, and damage to the integrity of scholarly exchanges.

<b>Policy #</b>	AC 206
<b>Approved by:</b>	Laurie Rancourt
<b>Approval Date:</b>	December 6, 2016
<b>Policy Holder Signature:</b>	
<b>Policy Holder:</b>	Senior Vice President, Academic
<b>Administrative Contact:</b>	Associate Vice President, Academic
<b>Replaces Policy Dated:</b>	n/a
<b>Review Date:</b>	December 5, 2019

## **Academic Professional Development Leave Policy**

### **Purpose/Rationale:**

To provide academic employees of The Humber College Institute of Technology and Advanced Learning (hereafter referred to as “Humber” or the “College”) the opportunity to pursue College-approved academic, administrative, technical, industrial or other activities where such activities will enhance the employee’s knowledge and skills upon returning to the College.

**This document is available in alternate format on request.**

### **Scope:**

This policy applies to all full-time academic staff. This policy does not apply to support and administrative employees.

### **Definitions:**

Academic staff: Professors, librarians and counsellors.

Leave: Professional Development Leave, as defined in the current Collective Agreement (commonly referred to as a sabbatical).

### **Policy:**

#### **1. General**

- 1.1. The purpose of a Professional Development Leave is to permit an employee to pursue College-approved academic, administrative, technical, industrial or other activities where such activities will enhance the ability of the employee upon return to the College to fulfill professional responsibilities.
- 1.2. The current OPSEU Academic Collective Agreement permits the granting of Leaves.

- 1.3. The required number of Leaves to be awarded to professors and academic staff, as stipulated in the Academic Collective Agreement, will be respected.
- 1.4. Professional Development Leaves will normally be completed within a continuous twelve month period.
- 1.5. The salary paid to an employee on leave will be based on the following scale: 55% of the employee's base salary increasing by five percent per year after six years of employment with the College to a maximum of 80% of the employee's base salary after eleven (11) years. If the employee receives payment for work from other sources during the leave, the sum of the College payment and payments from other sources will not exceed the amount of the employee's base salary (CA, 20.02 v).
- 1.6. Employees are required to work at the College for at least one year after returning from a Leave. If employees cannot meet this obligation, they will repay the College all salaries and fringe benefits received while on leave (CA, 20.02 iv).
- 1.7. To qualify for a Professional Development Leave, an employee will have completed not less than six (6) years of full-time employment at the College. The College may, but is not required to, consider an application from an employee who has commenced a professional development leave within the preceding seven (7) years (CA, 20.02 vii).
- 1.8. The College may on its own initiative propose plans of Professional Development Leave to employees; however no employee shall be under obligation to accept such a proposal (CA, 20.02 ix).
- 1.9. Any changes made to the Professional Development Plan once it has been approved must be re-approved in writing by the appropriate Dean or Director.

## **2. Activities during a Leave**

- 2.1. Activities during a Leave can include; but are not limited to:
  - 2.1.1. Development of new professional or technical skills through practical experience to reflect changes in the work force;
  - 2.1.2. Development of materials such as text, software, visual materials required of a specific course or courses;
  - 2.1.3. Retraining for skills required in a different department of the College or to teach in another discipline;
  - 2.1.4. Instructional, individual or directed research related to an identified need; and
  - 2.1.5. Completion of formal academic studies.

## **3. Approving Candidates for a Leave**

- 3.1. In approving Candidates for a Leave, immediate supervisors are to consider the following:
  - 3.1.1. The number of years of service the employee has worked without the benefit of a Professional Development Leave;

- 3.1.2. The link between the proposed activities and the functions of the employee upon returning to the College;
- 3.1.3. The link between the proposed activities and the College Strategic Plan and the department's priorities; and
- 3.1.4. The feasibility of the professional development plan being completed in the proposed time.

**References:**

[Academic Employees Collective Agreement – Article 20](#)

**Appendices:**

Appendix A: Professional Development Leave Request

**Related Policies:**

Intellectual Property Policy

**Related Procedure(s):**

Academic Professional Development Leave Procedure

<b>Procedure #</b>	AC 206-P
<b>Related Policy Name &amp; #</b>	Professional Development Leave Policy (AC 206)
<b>Approved by:</b>	Laurie Rancourt
<b>Approval Date:</b>	December 6, 2016
<b>Replaces Procedure Dated:</b>	n/a
<b>Policy Holder:</b>	Senior Vice President, Academic
<b>Admin. Contact(s):</b>	Associate Vice President, Academic
<b>Review Date:</b>	December 5, 2019

## Academic Professional Development Leave Procedure

### Purpose:

To define the appropriate application procedure for academic employees of The Humber College Institute of Technology and Advanced Learning (hereafter referred to as “Humber” or the “College”) requesting Professional Development Leave.

**This document is available in alternate format on request.**

### Definitions:

Academic staff: Professors, librarians and counsellors.

Leave: Professional Development Leave, as defined in the current Collective Agreement (commonly referred to as a sabbatical).

### Procedures:

Action	Responsibility
Submit an application for a Professional Development Leave (Appendix A) to the immediate supervisor by November 1.	Applicant
Immediate supervisor and faculty meet to discuss the application/proposal. Dean/ Director sign off by November 10 <sup>th</sup> .	Immediate Supervisor/ Dean/Director
Review and prioritize all leave requests received for the area. A letter confirming receipt of application including the terms and conditions will be sent to applicants.	Relevant Vice-President



Recommend approval of Leaves in order of priority to the President.	Senior Vice President, Academic
Approve Leave requests and inform Human Resources of the employees who have been approved for a leave.	President
Inform (in writing) the employees who have been granted a Leave and indicate the requirements to be met during the Leave.	Senior Vice President, Academic, with follow-up from Immediate Supervisor of the applicant
Applicant has 14 calendar days to sign back the letter.	Applicant
Notify in writing those who were not approved – reasons for the denial.	Senior Vice President, Academic, with follow-up from Immediate Supervisor of the applicant
In accordance with 20.02 xv, the college will provide the Union Local the names of all applicants and the names of all successful applicants and the duration of the leave granted.	Director, Human Resources

**References:**

[Academic Employees Collective Agreement – Article 20](#)

**Appendices:**

Appendix A: Professional Development Leave Request

<b>Procedure #</b>	Policy #AC107 P1
<b>Related Policy Name &amp; #</b>	Academic Honesty
<b>Approved by:</b>	
<b>Name:</b>	Michael Hatton
<b>Title:</b>	Vice President Academic
<b>Approval Date:</b>	November 23, 2012
<b>Replaces Procedure Dated:</b>	N/A
<b>Admin. Contact(s):</b>	Associate Vice President Academic Operations
<b>Review Date:</b>	November 2017

## Allegations of a Breach of Academic Honesty of Faculty and Staff

### Purpose:

This procedure outlines the steps to be taken if a faculty, staff or student allege academic dishonesty on the part of a faculty or staff member.

**This document is available in alternate format on request.**

### Definitions:

*Academic Honesty*: is the adherence to appropriate principles or standards in the pursuit of all academic and professional activities.

*Breach of Academic Honesty*: is broadly defined as an offence against the academic integrity of the learning environment, which includes but is not limited to, instances of misrepresentation of personal credentials or achievement, plagiarism, deception, fabrication, bribery, falsification and undisclosed conflicts of interest.

### Procedures:

#### 1. Allegations of a Breach of Academic Honesty - Faculty and Staff

- 1.1 Any allegations of academic dishonesty pertaining to faculty or staff shall be made in writing and directed to the President or his/her designate.
- 1.2 The President or designate shall notify the individual(s) named in the allegation and determine whether an investigation is required. The privacy of all individual(s) will be protected during the complaint process.
- 1.3 The President or designate may convene an investigative committee that will determine an investigative procedure suitable to the circumstance.

- 1.4 The investigative committee shall report to the President or designate, in writing, as to its finding and the President or designate shall determine the appropriate course of action in accordance with provincial and federal law, and the College's governing policies and agreements.

## 2. Communication of Academic Honesty and Breaches to Academic Honesty

Faculty members are informed about college policies in a variety of ways. By the time a policy is developed, it has been reviewed by a number of internal operational committees and councils. Humber policies are typically included in faculty orientation sessions and appear on the Humber web site, Intranet and in an internal communications bulletin published by the President's office.

### References:

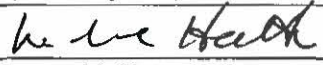
[Academic Regulations](#) <sup>1</sup>

Humber Intellectual Property Policy

Humber Code of Ethics

### Appendices:

<sup>1</sup>The College has very specific regulations for students pertaining to acts of academic dishonesty, misrepresentation of personal performance, and damage to the integrity of scholarly exchanges. These are referred to as acts of academic misconduct and are included in detail in the **Academic Regulations**. Penalties, investigative procedures and requirements, and documentation of offences for student academic misconduct are also identified in the **Academic Regulations**. Faculty members, invigilators and other academic staff members have very specific responsibilities pertaining to the detection and management of student academic misconduct.

Policy #	(Formerly 159) AC103
Approved by:	
Name:	M. Hatton
Title:	Vice President Academic
Approval Date:	June 25, 2012
Policy Holder:	Vice President Academic
Administrative Contact:	Associate Vice President Academic
Replaces Policy Dated:	Nov. 1, 2005
Review Date:	June 25, 2017

## Appointment of Adjunct Professors Policy

### Purpose/Rationale:

The Humber College Institute of Technology & Advanced Learning (hereafter referred to as “Humber” or “College”) increasingly values the development of closer relationships with government, business, industry and social/cultural institutions. Corporations, non-profit organizations, government laboratories, research agencies and public service departments are typical in having on their staffs many highly qualified scholars, scientists, professionals and technical staff who can assist in the work of Humber, particularly the facilitation of learning and scholarship. In order to recognize in a formal way those individuals who can be particularly active and helpful in Humber programming, but who normally hold full-time positions with other institutions, the institute has created the position of Adjunct Professor.

**This document is available in alternate format on request.**

### Scope:

This policy applies to all Humber schools and departments.

### Definitions:

*Adjunct Professor:* a status-only academic appointment; usually for a period of three years. As a status-only appointment, it is not normally remunerated by Humber.

### Policy:

#### 1. Appointment

- 1.1 Where a School or Department identifies a need for expertise in certain areas it may nominate a candidate to become an Adjunct Professor.
- 1.2 Persons eligible for appointment to the position of Adjunct Professor are those who are singularly qualified because of their research, technical expertise and ability to contribute to the learning enterprise to make a significant and consistent contribution at an advanced level to Humber. Such persons will normally have background credentials appropriate to an academic appointment in the particular School.

1.3 In particular circumstances, persons holding appointments at other institutions of higher education may be appointed to the role of Adjunct Professors.

1.4 The appointment will be for up to three years, renewable once. Reappointments will require evidence of contributions made during the previous term.

## 2. Privileges

2.1 Appointees will be accorded access on the same basis as members of faculty to library, computing, athletic, recreational, and other facilities in Humber. Office and research space may be provided where appropriate and available.

2.2 Adjunct Professors may participate in Departmental and Faculty meetings at the invitation of the School Dean.

## 3. Remuneration

3.1 Normally there will be no remuneration associated with such appointments. Privileges associated with the appointment constitute "payment in kind" for services rendered.

3.2 However, where appropriate, and within the terms of the Collective Agreement and Human Resources Policies, stipends may be offered for teaching services.

### **References:**

N/A

### **Appendices:**

N/A

### **Related Procedure:**

Appointment of Adjunct Professor Procedure

<b>Procedure #</b>	AC103 P1
<b>Related Policy Name &amp; #</b>	AC103
<b>Approved by:</b>	Vice President Academic
<b>Approval Date:</b>	June 25, 2012
<b>Replaces Procedure Dated:</b>	November 1, 2005
<b>Admin. Contact(s):</b>	Associate Vice president Academic
<b>Review Date:</b>	June 25, 2017

## Appointment of Adjunct Professors Procedures

### Purpose:

This procedure establishes guidelines for the Appointment of an Adjunct Professor.

**This document is available in alternate format on request.**

### Definitions:

Adjunct Professor: a status-only academic appointment; usually for a period of three years. As a status-only appointment, it is not normally remunerated by Humber.

### Procedures:

#### 1. Appointment Procedures

- 1.1 Appointments and reappointments will be recommended by the School Dean or Department Director to the Vice President Academic in writing with an accompanying rationale, complete biography and duties and responsibilities.
- 1.2 The Vice President Academic will take the recommendation to the Degree Council for review.
- 1.3 Following approval by the Vice President Academic, the appointment letter will go under his/her signature copied to the Human Resources Department which will maintain a record of all such appointments and related dates. Adjunct appointments are atypical.
- 1.4 The duties and responsibilities will be determined by the School Dean. In general, Adjunct Professors may be asked to undertake duties similar to those of regular faculty members, typically at the degree level and above. This may include teaching courses; being on reporting, examining and appeal committees; and overseeing student research and high profile placements. Adjunct Professors are eligible to apply for internal and external research grants (including NSERC and SSHRC grants) in support of research performed or supervised at Humber.

#### 2. Remuneration

Normally there will be no remuneration associated with such appointments. However, where appropriate, and within the terms of the Collective Agreement and Human

Resources Policies, stipends may be offered for teaching services.

**References:**

Appointment of Adjunct Professors Policy

<b>Procedure #</b>	AC103 P1
<b>Related Policy Name &amp; #</b>	AC103
<b>Approved by:</b>	Vice President Academic
<b>Approval Date:</b>	June 25, 2012
<b>Replaces Procedure Dated:</b>	November 1, 2005
<b>Admin. Contact(s):</b>	Associate Vice president Academic
<b>Review Date:</b>	June 25, 2017

## Appointment of Adjunct Professors Procedures

### Purpose:

This procedure establishes guidelines for the Appointment of an Adjunct Professor.

**This document is available in alternate format on request.**

### Definitions:

Adjunct Professor: a status-only academic appointment; usually for a period of three years. As a status-only appointment, it is not normally remunerated by Humber.

### Procedures:

#### 1. Appointment Procedures

- 1.1 Appointments and reappointments will be recommended by the School Dean or Department Director to the Vice President Academic in writing with an accompanying rationale, complete biography and duties and responsibilities.
- 1.2 The Vice President Academic will take the recommendation to the Degree Council for review.
- 1.3 Following approval by the Vice President Academic, the appointment letter will go under his/her signature copied to the Human Resources Department which will maintain a record of all such appointments and related dates. Adjunct appointments are atypical.
- 1.4 The duties and responsibilities will be determined by the School Dean. In general, Adjunct Professors may be asked to undertake duties similar to those of regular faculty members, typically at the degree level and above. This may include teaching courses; being on reporting, examining and appeal committees; and overseeing student research and high profile placements. Adjunct Professors are eligible to apply for internal and external research grants (including NSERC and SSHRC grants) in support of research performed or supervised at Humber.

#### 2. Remuneration

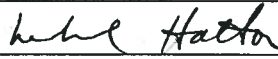
Normally there will be no remuneration associated with such appointments. However, where appropriate, and within the terms of the Collective Agreement and Human



Resources Policies, stipends may be offered for teaching services.

**References:**

Appointment of Adjunct Professors Policy

<b>Policy #</b>	(Formerly 0155) AC201
<b>Approved by:</b>	
<b>Name:</b>	Michael Hatton
<b>Title:</b>	Vice President Academic
<b>Approval Date:</b>	September 24, 2012
<b>Policy Holder:</b>	Vice President Academic
<b>Administrative Contact:</b>	Dean, Research
<b>Replaces Policy Dated:</b>	June 30, 2004
<b>Review Date:</b>	September 1, 2017

## Ethical Conduct for Research Involving Animals

### Purpose/Rationale:

In Canada, animals used in research and teaching must be cared for and maintained in accordance with applicable laws, and requirements outlined by The Canadian Council on Animal Care and the Tri-Council Memorandum of Understanding. This policy has been developed to comply with eligibility requirements of federal funding agencies (Natural Sciences and Engineering Research Council of Canada (NSERC), Canadian Institutes of Health Research (CIHR), Social Sciences and Humanities Research Council (SSHRC)) concerning the ethical use of animals in research.

This policy outlines the official position of the Humber College Institute of Technology & Advanced Learning (hereafter referred to as "Humber" or "the College") on the ethical use of animals in research.

**This document is available in alternate format on request.**

### Scope:

The policy applies to all College research and teaching activities.

### Definitions:

*Animal*: refers to any living non-human vertebrate and any living invertebrate of the class cephalopoda, including free-living and reproducing larval forms used for research, teaching, breeding, or testing purposes.

### Policy:

1. Although Humber employees have never engaged in college-sanctioned teaching or research involving animals, the College subscribes in principle to the humane treatment of all animals used in research, instruction and testing, as outlined in the guidelines and policies of the Canadian Council on Animal Care.
2. Humber does not currently intend to sanction any future educational or research activities that would involve the use of animals.

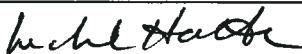
**References:**

[Canadian Council on Animal Care](#)

[Tri-Council Memorandum of Understanding](#)

Acknowledgements: This policy has been adopted from Mohawk College with their permission, and adapted for Humber College. Humber gratefully acknowledges the contribution of Mohawk College in this regard.

**Appendices:****Related Procedure:**

<b>Policy #</b>	AC200
<b>Approved by:</b>	
<b>Name:</b>	Michael Hatton
<b>Title:</b>	Vice President Academic
<b>Approval Date:</b>	July 5, 2012
<b>Policy Holder:</b>	Vice President Academic
<b>Administrative Contact:</b>	Chair, Research Ethics Board
<b>Replaces Policy Dated:</b>	November 20, 2003, June 2005
<b>Review Date:</b>	June 2017

## **Ethical Conduct for Research Involving Humans**

### **Purpose/Rationale:**

The Humber College Institute of Technology & Advanced Learning (hereafter referred to as “Humber” or “the College”) is committed to advancing and safeguarding high-quality academic and ethical standards in all its activities. It is understood that research can entail risk. Establishing research ethical standards involves identifying, promoting and adopting a clearly understood set of principles and procedures that will guide the actions of researchers, and which the Research Ethics Board (REB) can use to judge the ethical merit of a given research study involving humans.

Attention to the ethical and legal implications of research is an accepted and inherent part of good research practice and will be conducted at Humber in accordance with the Tri-Council Policy Statement: Ethical Conduct for Research Involving Human Subjects, 2nd edition (TCPS 2).

Humber supports research that consistently meets the highest ethical standards. Research can require collaboration between human participants and researchers and may require active involvement of participants. Therefore, the interests of both researchers and participants are central to the research and there is an overriding premise that participants must not be treated simply as objects or a means to an end. Researchers are required to conduct their research studies with accuracy, candor, objectivity and sensitivity. The purpose of this policy and the accompanying procedure document is to articulate the principles and framework underlying the establishment of the REB as well as the methodology for reviewing the ethical acceptability of research proposals. Together, the two documents ensure the preservation of human dignity and respect when humans are involved in research activities. Research conducted under the auspices of the college will be in accordance with the policy and procedures developed to ensure proper ethical review and accountability.

**This document is available in alternate format on request.**

### **Scope:**

All individuals associated with Humber in any capacity and conducting research involving humans must comply with this policy and the accompanying procedural document. This includes individuals not associated with Humber who approach faculty, staff or students or seek approval

or endorsement from the college, or use college facilities for research involving humans, including at multiple sites that include Humber.

All college employees involved in research involving humans must ensure that they are familiar with the principles in this policy, and those of the Tri-Council Policy Statement on ethical research, and incorporate these principles into the research design and implementation of the project.

REB approval is not required for access to publically available information or materials, including archival documents and records of public interviews or performances.

**Definitions:**

**Conflict of interest:** A conflict of interest can arise when activities or situations place a person or the college in a real, potential or perceived conflict between their duties or responsibilities related to research and their personal, institutional or other interests. Conflict of interests may occur when individuals' judgments and actions or the college's actions in relation to research are, or could be, affected by personal, institutional or other interests.

**Human participants:** Individuals whose data or responses to interventions, stimuli or questions by the research are relevant to answering the research question. Under a broad definition, the research may include human participation;

- Directly through physical participation; may include both active and/or passive involvement;
- Indirectly through the provision for or access to personal data and/or biological material;
- On behalf of others (parents/legal guardians for those without the capacity to give informed consent and supervisors of individuals under controlled environments (e.g. prisoners, students)).

The nature of human participation in research will vary from one project to the next depending on the degree of involvement and an individual's consent. It is recognized that data collected about characteristics and responses may have identifiable private information, which is confidential and must be protected by the researcher.

**Research:** An undertaking designed to extend knowledge through a disciplined inquiry or systematic investigation. It is the advancement of knowledge through scholarly, scientific and creative activity. Research involving humans is driven by the desire for new knowledge, for benefit to the participants, or for the benefit of society.

**Research Ethics Board (REB):** The Humber Research Ethics Board (REB) oversees ethical screening and conducts a full review of research projects involving human participants. One REB will be established to evaluate all research and ensure the research is conducted in a manner that is consistent with this policy. (See Procedure, 1.).

**Research Ethics Appeal Board (REAB):** The Humber Research Ethics Appeal Board (REAB) is responsible for receiving and responding to requests for appeals in cases where the principal investigator and REB cannot reach agreement through discussion and reconsideration.

**Policy:****1. Principles of Research**

- 1.1 Respect for human dignity is an underlying value of the Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans (TCPS), and requires that research involving human participants be conducted in a manner sensitive to the inherent worth of all human beings, and the respect and consideration that they are due. Respect for human dignity is expressed in the 2<sup>nd</sup> Edition of the TCPS through three core principles: Respect for Persons; Concern for Welfare; and Justice. These principles transcend disciplinary boundaries.<sup>1</sup>
- 1.2 Research that benefits society and advances knowledge will be guided by ethical principles of conduct. These include: respect for human dignity, including respect for vulnerable persons; respect for privacy and confidentiality; respect for fairness and equity; respect for free and informed consent; and a balance of harms and benefits, maximizing benefits and protecting from harm.
- 1.3 To maximize the benefits of research, researchers will have the freedom of inquiry and the right to disseminate the results of that inquiry, freedom to challenge conventional thought and freedom from institutional censorship.

**2. Research Review and Approval**

- 21 Humber will establish and maintain one Research Ethics Board (REB) to provide ethical review and approval of research involving humans, prior to the start of the research. (See procedure, 1.)
- 22 The REB ensures that ethical procedures are implemented and regularly reviewed in the college. The REB may select advisors to address the particular ethical review that may arise with certain types of research.
- 23 All research projects under the auspices of the College involving human participants, regardless of where the research is conducted or funding source, requires a review by and approval from the REB prior to the start of the research (See TCPS II).
- 24 All research conducted under the auspices of Humber that involves human participation must be approved in writing by the REB, prior to beginning such research.
- 25 While it is not necessary for the REB to review a research proposal before it is submitted to a funding agency, REB approval must be obtained prior to commencing the research.
- 26 The REB shall function impartially, provide a fair hearing to those involved, and provide reasoned and appropriately documented opinions and decisions of its review of the research. (See Procedure, 1.2. 1.3)

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<sup>1</sup> Ethics Framework. Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans, 2<sup>nd</sup> edition can be accessed at: [http://www.pre.ethics.gc.ca/pdf/eng/tcps2/TCPS\\_2\\_FINAL\\_Web.pdf](http://www.pre.ethics.gc.ca/pdf/eng/tcps2/TCPS_2_FINAL_Web.pdf)

27 The REB shall use a proportionate approach to ethics assessment based on the general principle that the more invasive the procedure in the research, the greater the care and due diligence required in assessing the risks of the research to the human participant. The REB will review the application by assessing the character, magnitude and probability of potential harms of the research from the view of the human participant. Based on the initial assessment, the application will undergo a Full Review (default) or an Expedited Review. (See Procedure, 1.2. or 1.3).

### **3. Exemptions from Ethical Review**

Research exempt or not normally requiring a review by the REB, includes research involving:

- Quality assurance studies assessing the performance of the college; staff performance reviews; nationally or provincially mandated studies such as Key Performance Indicators; primary data collection designed and administered by the college to facilitate the management of the institution (e.g. for review and renewal of programs) or continuous improvement to quality of services and student success (e.g. first-year student surveys; course evaluations; or testing done within normal educational requirements);
- A living individual in the public arena who is not being approached directly but where the research is based exclusively on publicly available information, documents, records, works, performances, archival materials or third-party interviews;
- Naturalistic observation of participants who seek public visibility such as in a political rally, demonstrations or public meetings;
- Practicums, field placements or on-the-job training where students are integrated into an organization for the purposes of learning and development of competencies;
- Class projects or student information gathering activities which are either not classified as research or where the research is conducted by students on other members of the class as an exercise on learning how to conduct research. These activities are part of the learning compendium for the purpose of skill development and could include:
- Conducting interviews, administering standard tests or collecting information to provide advice, diagnosis or as the basis for intervention for a client;
- Developing a competency to learn a professional standard of practice;
- Conducting projects where students pose questions, gather data and analyze the results;
- Information exchange as part of the relationship between students and participants (e.g. student and teacher, health professional and client).

Where there is uncertainty about whether or not the research requires a review, the principal investigator will contact the Chair of the REB as to the need for an ethics review and approval.

### **4. Research Ethics Appeals Board (REAB)**

Humber will establish and maintain one REAB to provide an appeal mechanism in cases where the principal investigator and REB cannot reach agreement through discussion and reconsideration. (See Procedure, 1.2.9)

### **5. Non-Compliance Implications**

Failure to comply with this policy may result in damage to internal and external relationships, financial loss, property damage, reputational harm, and/or legal action.

**References**

[Canadian Institutes of Health Research, Natural Sciences and Engineering Research Council of Canada, and Social Sciences and Humanities Research Council of Canada, Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans, December 2010.](#)

**Acknowledgements:**

Durham College

**Appendices:**

Appendix A Authority of the Research Ethics Board (REB)



**Appendix A****Authority of the Research Ethics Board (REB)***Purpose*

The REB is accountable to the President of Humber and is vested with the authority to review and decide whether to approve, reject or recommend modifications to any proposed or ongoing research involving human participants conducted at Humber. The REB will also monitor all research involving human participants through notices of change to research protocol, annual renewal of research projects and notices of research completion. It will suspend or terminate ongoing research that does not comply with this policy and with the TCPS.

*Responsibilities*

The Humber Research Ethics Board is responsible for the following:

- Ensuring that all research proposals involving human participants meet the highest standards of scientific rigor and ethics;
- Developing procedures regarding ethical issues related to the use of human participants in research;
- Assessing the design of research projects that pose more than minimal risk to ensure it is capable of addressing the questions being asked;
- Reviewing protocols involving human participants to verify there is a favourable risk/benefit ratio, that it is respectful of the rights, dignity and autonomy of human participants, and that it equally distributes the benefits and burdens of research;
- Reviewing annually all research policies regarding ethical issues relating to the use of human participants to ensure they reflect current changes in an evolving ethics environment;
- Ensuring that all applications that involve human participants, regardless of funding source, receive a thorough review and fair hearing in a timely fashion (See procedure, p. 3);
- Rendering reasoned decisions, maintaining records of the process and documenting the opinions expressed (See procedure, p. 7);
- Monitoring approved projects in an appropriate manner to ensure ethical standards and protocols are maintained throughout the course of the investigation;
- Ensuring there is a mechanism in place for reporting and reviewing all adverse events associated with research projects (See procedure, p. 7);
- Preparing an annual report for submission to the president; and
- Acting as a resource and participating in professional development on matters relating to research ethics and the use of human participants;

The chair will monitor the REB's decisions for consistency.

*Independence*

The REB shall make decisions independently and be accountable for the process of ethics review as identified in the Humber Ethical Conduct for Research Involving Humans Procedure. In order to maintain its independence and operate at arm's length from administrative and programmatic research structures, the REB shall be provided with appropriate administrative and financial resources and will be supported by Humber's Research Department. The REB

must have independence to conduct ethics reviews, free of inappropriate influence, including situations of real, potential or perceived conflict of interests.

### *Composition*

The membership requirements are designed to ensure the REB has the necessary basic background, expertise, perspectives and independence to conduct informed independent reflection and competent research ethics review. The REB shall consist of at least five members of whom:

- At least two have broad expertise in the methods or areas of scientific methodology and research;
- At least one is knowledgeable in ethics to assist with ethical issues and options;
- At least one is from the community and has no affiliation to Humber. This will broaden the perspective and value base of the board; and
- At least one knowledgeable in relevant law so he or she can alert the board to possible legal issues and their implications. He or she must not be the college's legal counsel.

In addition to the above, the REB will have adequate gender representation and may be expanded to include a lawyer with expertise in biomedicine, if required, to specifically provide insight into biomedical research issues. Should additional representation be added to the REB for the purpose of an adequate and thorough review, the community representation will also be increased to maintain a 20 per cent representation, based on the guidelines in the Tri-council Policy Statement. Where possible, former research participants will be appointed to the REB to provide an experiential perspective.

Substitute REB members may be nominated to replace a standing member in case of absence or unforeseen circumstances to maintain the composition of the membership for the duration of the review. Attendance at REB meetings is directly attributable to the success of the review procedure; therefore, failure to attend two-thirds of the REB meetings will result in loss of membership.

Ad hoc appointments by the Chair may be made to provide specific expertise and knowledge not present on the REB; however, these appointees do not have voting privilege, nor can they be counted to establish quorum.

Members for the REB will be selected based on the following criteria:

- Representation from both faculty and administration
- Commitment to ethics and willingness to expand knowledge;
- Regular attendance at meetings and able to contribute to sound decisions;
- Adherence to ethical practice in research;
- Desire to foster ethical research practice within the college; and
- Adherence to college policies and procedures.

### *Terms*

Members of the REB will be nominated by the vice-president, Academic and appointed by the president for a period of two years, renewable with staggered appointments of no more than one-third being replaced each year to maintain continuity.

New members will receive orientation and training on ethics review including: principles; policies; legal and regulatory requirements to understand their role and responsibility on the REB. The REB will determine areas for improvement and schedule periodic educational opportunities as required.

The Chair of the REB shall be appointed by the VP Academic for two years, renewable.

### *Meetings*

Meetings will be held at least three times per year and as required to review research applications. REBs shall normally meet face-to-face to review proposed research that is not assigned to delegated review, for adequate discussion and decision-making.

The Chair will provide leadership for the REB, call and preside over meetings, oversee the minutes and monitor all decisions, dissents and reasons. A schedule of regularly scheduled meetings will be made publicly available.

A quorum for a full review shall consist of at least 60% of members .

Members of the REB must disclose any real or apparent conflict of interest regarding a proposal under review. They may explain the conflict of interest and offer evidence to the REB and the proposer of the research who has the right to hear the evidence and offer a rebuttal. The REB member may not be present for the discussion where there is the perception she/he has a vested interest and she/he may not participate in the decision process.

<b>Policy #</b>	(formerly 202-1R) AC105
<b>Approved by:</b>	<i>Michael Hatton</i>
<b>Name:</b>	Michael Hatton
<b>Title:</b>	Vice President, Academic
<b>Approval Date:</b>	November 15, 2012
<b>Policy Holder:</b>	Vice President Academic
<b>Administrative Contact:</b>	Associate Vice President Academic Operations
<b>Replaces Policy Dated:</b>	December 3, 2004
<b>Review Date:</b>	November 2017

## **Faculty Academic/Professional Credential Requirements**

### **Purpose/Rationale:**

This policy outlines the academic and/or professional credentials required of faculty to teach at the Humber College Institute of Technology and Advanced Learning (hereafter referred to as "Humber" or "the College").

### **Scope:**

This applies to all full and contract faculty of the College.

### **Definitions:**

*Academic Credentials:* a credential from an accredited postsecondary institution that indicates that the person has successfully completed a particular course of study (e.g. bachelor's, master's, doctorate degree).

*Professional Credentials:* a credential from a certifying or regulatory body warranting that the professional or tradesperson has the essential knowledge and skills of a specified domain necessary for safe and appropriate practice of the profession or trade.

*Breadth Courses:* courses outside of the core field of study which are taken as electives.

### **Policy:**

#### **1. Academic Credential Requirements**

##### All Programs

- 1.1. Normally, faculty members teaching within a given program are required to hold an academic credential at least one credential higher than the level of the credential which the student will earn upon graduation from the given program. This credential must be related to the discipline of the course(s) being taught for degree level programs.

- 1.2. All faculty members teaching within a given program may also be required to possess the appropriate qualifications and fields of expertise, and where relevant, be practitioners.

### Degree Programs

- 1.3. All faculty members teaching core courses in a degree program:
  - a) will hold an advanced academic credential, normally the terminal credential, at least one credential higher than a baccalaureate in the field study or in a closely related field/discipline; and
  - b) no fewer than 50 percent of the faculty members teaching core courses within a given degree program will hold the terminal academic credential in the field of study or in a closely related field/discipline.<sup>1</sup>
- 1.4 All faculty members teaching breadth courses:
  - a) will hold an advanced academic credential, normally the terminal credential but at least one credential higher than a baccalaureate in the field of study or in a closely related field/discipline; and
  - b) no fewer than 50 percent of the faculty members teaching non-core courses within a given degree program will hold the terminal academic credential in the field of study or in a closely related field/discipline.<sup>1</sup>
- 1.5 Any exceptions to 1.3. or 1.4 must:
  - a) be based on the absence of a related program credential in a university or other extraordinary circumstances; and
  - b) be justified in writing with specific reference to the credential requirements of this policy and approved by the President, or, on explicit delegation, the College's senior academic officer.

## 2. Verification of Academic Credential

Faculty members must provide evidence to the College of their credential(s). Credentials issued from institutions outside of Canada will be evaluated for purposes of teaching in all Humber College programs. International credentials must be proven to meet the standard of similarly named credentials offered by Canadian institutions. The College will hold on file verification that the highest academic credential claimed was actually awarded. Academic credentials must be released directly to the College by the awarding institution.

## 3. Professional Credential Requirements

Normally, faculty teaching in those fields where a professional accreditation, registration or licence is required will be expected to hold that accreditation, professional registration or licence to teach. For example, faculty teaching nursing subjects are required to be registered with the College of Nurses of Ontario; faculty teaching accounting are required to hold a CGA, CA, CMA, or the equivalent. In those fields where accreditation is not mandatory, faculty will be expected to hold the related accreditation or commit to pursue it within a five-year period.

## 4. Work Experience

Faculty teaching courses that are directly workplace related are required to have a minimum of five years appropriate experience in the field.

**References:**

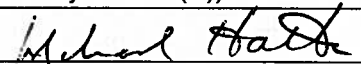
[Postsecondary Education Quality and Assessment Board Handbook for Ontario Colleges, 2010](#)

**Related Procedure:**

None

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<sup>1</sup> The doctorate is normally the terminal academic credential in the fields or discipline with the exception of studio disciplines where a master's degree in the field/discipline is more typical.

<b>Policy #</b>	(formerly 0202-1 (R)) AC110
<b>Approved by:</b>	
<b>Name:</b>	Michael Hatton
<b>Title:</b>	Vice President Academic
<b>Approval Date:</b>	January 4, 2013
<b>Policy Holder:</b>	Vice President Academic
<b>Administrative Contact:</b>	Associate Vice President Academic Operations, Associate Vice President Teaching & Learning
<b>Replaces Policy Dated:</b>	December 3, 2004
<b>Review Date:</b>	December 2017

## Faculty Evaluation and Professional Development

### Purpose/Rationale:

The Humber College Institute of Technology and Advanced Learning (hereafter referred to as “Humber” or “the College”) is committed to both educational excellence and to the development of its people. This policy establishes guidelines for the evaluation of all Humber faculty.

**This document is available in alternate format on request.**

### Scope:

This policy applies to all faculty.

### Definitions:

None

### Policy:

#### 1. General

1.1. All collective agreement clauses that are specific to faculty evaluation and professional development will be aligned with this policy as they apply.

1.2. Emphasis will be on continuous improvement and professional growth.

#### 2. Faculty Evaluation

2.1. Humber is committed to teaching excellence and will measure and evaluate teaching effectiveness by using a variety of tools and methods including (but not limited to) the following:

- Class visits by academic administrators
- Student feedback questionnaires
- Faculty portfolios

- Student focus groups

2.2. Academic Administrators will make clear the standards being applied in the evaluation and will objectively assess the faculty member's effectiveness.

2.3. Probationary faculty members will receive a copy of their performance review which forms part of their employment record.

2.4. Non-probationary and contract faculty members will receive performance feedback periodically.

### 3. Professional Development

3.1 Humber is committed to supporting faculty in the pursuit of professional development activities, both within and outside of the college, in order to ensure currency of faculty and promote curricular and instructional innovation.

3.2 Faculty may also pursue further academic, professional, or technical education or maintain currency in their fields by participating in conferences, meetings, industry placements, job shadowing or exchanges.

#### **References:**

[Academic Employees Collective Agreement](#)

[Postsecondary Education Quality and Assessment Board Handbook for Ontario Colleges 2010](#)

Student Feedback Questionnaire Policy

#### **Appendix:**

None

#### **Related Procedure:**

Faculty Evaluation Procedure



<b>Procedure #</b>	AC110P1
<b>Related Policy</b>	Faculty Evaluation and Professional Development
<b>Approved by:</b>	Vice President Academic
<b>Approval Date:</b>	January 4, 2013
<b>Replaces Procedure Dated:</b>	December 03, 2004
<b>Admin. Contact(s):</b>	Associate Vice President Academic
<b>Review Date:</b>	December 2017

## Faculty Evaluation

### Purpose:

This procedure establishes guidelines for the evaluation of all Humber faculty.

**This document is available in alternate format on request.**

### Definitions:

None

### Procedures:

#### 1. General

- 1.1 Student Feedback Questionnaires (SFQs) are normally distributed in all postsecondary course sections. Results are reported to the faculty member, the appropriate academic administrators and the Vice President Academic.
- 1.2 Additional evaluation policies may be developed at the school or program level in order to address special circumstances such as clinical, fieldwork, labs, etc.

#### 2. Full-Time Faculty Who Have Completed Probation

- 2.1 Periodically, the appropriate academic administrator will conduct a formal review. Elements that may be included in the review consist of:
  - Class visit reports
  - Summary review of student feedback (to include but not be limited to data drawn from the SFQ's)
  - Review of professional development during the period
  - Review of faculty dossier/portfolio
  - Samples of new course outlines or classroom materials
  - Graded student work
  - Other relevant teaching and learning materials
  - Self-assessment
  - Professional designations and/or licences

**3. Probationary Faculty**

3.1 Probationary faculty will be formally evaluated by an academic administrator for every semester in which they teach. Such evaluations will typically consist of a class visit, review of SFQs, and educational materials developed. (See 2.1 list)

3.2 Any evaluations are to be written, signed by both the faculty member and academic administrator and filed with Human Resources and the office of the Vice President Academic.

**4. Contract Faculty**

4.1 Periodically, the appropriate academic administrator will conduct a formal review. (See 2.1 list)

**References:**

[Ontario Colleges of Applied Arts and Technology Academic Employees Collective Agreement](#)

Student Feedback Questionnaire Policy

## Integrity in Research and Scholarship

### Purpose/Rationale:

The Humber College Institute of Technology & Advanced Learning (hereafter referred to as “Humber” or “the College”) is committed to fostering the highest standards of integrity in research and scholarship. This concept is based on honesty, accountability, respect for others, rigorous scientific methodology, scholarly competence, legitimate professional qualifications and stewardship of resources. In striving to provide an environment that encourages its members to uphold the standards set forth in this policy, Humber recognizes that, ultimately, the primary responsibility for high standards of conduct in research and scholarship rests with the individuals carrying out research activities. Defining and advocating clear standards to promote integrity in research and scholarship provides a valuable means to encourage compliance with these standards.

This document outlines the responsibilities and expectations of researchers and the College to collectively create and promote a culture of responsible research at Humber. The purpose of this policy is to:

- i) Promote a culture of honesty, accountability and trust for researchers to ensure responsible conduct of anyone at Humber engaging in research; and,
- ii) Outline procedures for investigating allegations of responsible research conduct breaches at Humber; and,
- iii) Provide a means to ensure resources and funding are used responsibly and in compliance with relevant policies and procedures.

**This document is available in alternate format on request.**

### Scope:

The policy applies to all staff, students, and all other research personnel associated with Humber, regardless of status.

### Definitions:

**Allegation:** A declaration, statement, or assertion communicated in writing to the Research Office declaring that there has been, or continues to be, a breach of one or more Institutional policies, the validity of which has not been established.

**Applicant or co-applicant:** An individual who has submitted an application, individually or as part of a group or team, to carry out research activities. The application could be to the Humber Research Ethics Board, to request funds from an internal or external funding agency, and/or as part of a research contract.

**Author or co-author:** The writer, or contributing writer, of a research publication or document that is submitted either internally or externally for purposes of disseminating research findings.

**Conflict of interest:** A conflict of interest can arise when activities or situations place a person or the college in a real, potential or perceived conflict between their duties or responsibilities related to research and their personal, institutional or other interests. Conflict of interests may

occur when individuals' judgments and actions or the college's actions in relation to research are, or could be, affected by personal, institutional or other interests.

**Complainant:** The person filing or making a policy breach allegation in research or scholarship, according to this policy.

**Investigation:** A systematic process, conducted by an Institution's investigation committee, of examining an allegation, collecting and examining the evidence related to the allegation, and making a decision as to whether a breach of a policy(ies) has occurred.

**Members of the Humber community:** All staff and students, and all other research personnel associated with Humber, regardless of status. As it regards students, the term includes, but is not limited to full-time, part-time, and visiting students. As it regards staff, the term covers all three classifications of staff (administration, faculty, and support) and any employment or affiliation status that may be found at Humber, which includes, but is not be limited to, full-time, part-time, and contract. As it specifically relates to faculty, the status covered by the term also includes, but is not limited to, sessional and visiting faculty.

**Policy Breach:** Willful noncompliance to the conditions set forth in this policy including but not limited to:

- ***Fabrication:*** Making up data, source material, methodologies or findings, including graphs and images.
- ***Falsification:*** Manipulating, changing, or omitting data, source material, methodologies or findings, including graphs and images, without acknowledgement and which results in inaccurate findings or conclusions.
- ***Destruction of research records:*** The destruction of one's own or another's research data or records to specifically avoid the detection of wrongdoing or in contravention of the applicable funding agreement, institutional policy and/or laws, regulations and professional or disciplinary standards.
- ***Plagiarism:*** Presenting and using another's published or unpublished work, including theories, concepts, data, source material, methodologies or findings, including graphs and images, as one's own, without appropriate referencing and/or without permission, if required.
- ***Redundant publications:*** The re-publication of one's own previously published work or part thereof, or data, in the same or another language, without adequate acknowledgment of the source, or justification.
- ***Invalid authorship:*** Inaccurate attribution of authorship, including attribution of authorship to persons other than those who have contributed sufficiently to take responsibility for the intellectual content, or agreeing to be listed as author to a publication for which one made little or no material contribution.
- ***Inadequate acknowledgement:*** Failure to appropriately recognize contributions of others in a manner consistent with their respective contributions and authorship policies of relevant publications.
- ***Mismanagement of Conflict of Interest:*** Failure to appropriately manage any real, potential or perceived conflict of interest.

**Representative:** A person chosen by the respondent or complainant, who may be an employee or member of an employee or student group to which the respondent or complainant belongs.

**Research:** An undertaking intended to extend knowledge through a disciplined inquiry or systematic investigation. Includes but is not limited to literature reviews, funding applications, data collection with or without Research Ethics Board approval, industry partnered projects, journal papers or articles, theses and/or presentations at seminars or conferences.

**Researcher:** Anyone who conducts or is involved with research activities.

**Research Ethics Board (REB):** The Humber Research Ethics Board (REB) oversees ethical screening and conducts a full review of research projects involving human participants. One REB will be established to evaluate all research and ensure the research is conducted in a manner that is consistent with this policy.

**Respondent:** The person who has been alleged to have committed a breach of this policy.

**Tri-Council:** Is comprised of the three major funding agencies in Canada: the Canadian Institute for Health Research (CIHR), Natural Sciences and Engineering Research Council (NSERC) and Social Sciences and Humanities Research Council (SSHRC).

## **Policy:**

### **1. Responsibilities of Researchers**

The purpose of this policy is to promote research that is reliable, ethically collected and potentially impactful on a specific area of expertise. Accordingly, Humber requires all researchers and scholars engaged in research activities to be responsible for upholding the principles set forth in this policy.

#### **1.1 Development of Research Funding Applications or Project Plans**

Promoting a culture of academic and scholarly integrity begins at the development stage of a research activity. In the planning stages of a research proposal or grant application, researchers are required to:

- 1.1.1. Comply with relevant Humber policies; refer to section 4.6 for details.
- 1.1.2. For research involving humans, obtain Research Ethics Board approval prior to beginning any data collection,
- 1.1.3. Ensure they and their team members have the appropriate licensing, training and expertise for their role in the project;
- 1.1.4. Develop a methodology that is scientifically rigorous and is likely to yield valid, reliable results;
- 1.1.5. Have a knowledge dissemination plan to ensure findings, whether positive or negative, are shared with relevant professionals, colleagues, decision makers and other stakeholders in the field;
- 1.1.6. Principal Applicants or Investigators must ensure that all individuals listed on a research project have agreed to be included.

#### **1.2. Data Gathering, Storage and Retention**

Research requires using scholarly and scientific rigour and integrity in obtaining, recording and analyzing data, and in reporting and publishing results. The management of accurately recorded and retrievable results is essential to any research project.

Accordingly the following criteria apply for research data collected by Humber researchers:

- 1.2.1 Researchers must keep complete and accurate records of data, methodologies and findings, including graphs and images, in accordance with the applicable funding agreement, institutional policies and/or laws, regulations, and professional or disciplinary standards in a manner that will allow verification or replication of the work by others;
- 1.2.2 Data must not be used for anything other than what was approved by the original granting agency, sponsor and/or the Research Ethics Board,
- 1.2.3 If the Principal Investigator leaves Humber during the project period, Humber will maintain all original data files for the remainder of the project period; alternative arrangements for copies to be kept by the Principal Investigator must meet approval of the Research Ethics Board;
- 1.2.4 Provision of material products, such as software prepared during research, substances, or equipment, to third parties for non-commercial research purposes within or outside the research units requires the approval of the Principal Investigator and the Research Office;
- 1.2.5 If data contains identifiable information, it must be collected, stored and destroyed in compliance with PIPEDA (Personal Information Protection and Electronic Documents Act) or PHIPA, as required for personal medical information (Personal Health Information and Protection Act); and,
- 1.2.6 The Principal Investigator is responsible for ensuring secure and confidential storage (see also 4.2.5 below). The duration of the storage will be for three years from the date of publication of the results, in compliance with the Research Ethics Board Policy), unless otherwise stipulated and/or approved by the Research Ethics Board.

### 1.3. Authorship

The attribution of authorship in all research publications must accurately reflect the intellectual contributions of all members of a research team.

- 1.3.1. **Eligibility:** The co-authors of a publication are all those persons who have made significant intellectual contributions to the results. An administrative relationship to the investigation does not, by itself, qualify a person for co-authorship. Authorship decisions should not be affected by whether participants were paid for their contributions, or by their employment status. The author who submits a manuscript or report for publication is responsible for including all appropriate co-authors, for sending each co-author a draft copy of the manuscript for comment, and for obtaining consent on co-authorship, including the order of names.
- 1.3.2. Purely formal association with a research project, such as the directorship of a laboratory or an administrative position in a School, does not constitute authorship, but may be recognized in an acknowledgement. General

supervision of the research group, technical help, data collection, or critical reviews of manuscripts or reports prior to publication are not sufficient for authorship, but may be acknowledged in a separate paragraph. There will be no honorary co-authorship; authorship must be based entirely on significant intellectual, professional or immediate supervisory contribution. Other contributions should be indicated in a footnote or in an acknowledgements section

- 1.3.3. Student Contributors: In student/professor collaborations as co-authors of a joint publication, both should make a significant scholarly contribution that represents an original contribution to the area of study and/or is creative and intellectual in nature. Contributions of both the professor and the student should be integral to the completion of the paper or report. A student should be granted due prominence on the list of co-authors for any multiple-authored article or report that is based primarily on the student's own work, according to the commonly accepted practice in the field recognizing the substantive contributions of co-investigators be they faculty collaborators, external partners and/or students; using unpublished work of other researchers and scholars only with permission and with due acknowledgement; and using archival material in accordance with the rules of the archival source.

#### 1.4. Publishing and Knowledge Dissemination

- 1.4.1. Knowledge Dissemination: It is expected that all research knowledge generated at Humber will be disseminated, even if the results do not support the investigator's other research and/or does not support the original hypothesis. The Knowledge Dissemination plan should be defined before data collection begins, and should be adhered to by the investigators, to the greatest extent possible.
- 1.4.2. Permissions: Researchers must obtain the permission of the author before using new information, concepts or data originally obtained through access to confidential manuscripts or applications for funds for research or training that may have been seen as a result of processes such as peer review
- 1.4.3. Conflict of Interest: All team members are required to reveal to sponsors, universities, journals or funding agencies, any material conflict of interest, financial or other, that might influence their decisions on whether the individual should be asked to review manuscripts or applications, test products or be permitted to undertake work sponsored from outside sources

#### 1.5 Conflict over Authorship

- 1.5.1. There may be cases where there is disagreement between authors and/or team members regarding a publication. Conflict over authorship could occur if any of the following situations arises:
  - Authors disagree on the interpretation of the results; and/or,
  - A team member believes he/she has made a contribution deserving of co-authorship, but the Principal Applicant is not including him or her in the publication; and/or,
  - Co-authors disagree on the order of the author list in a submitted publication.

1.5.2. In the event of a disagreement that does not involve a breach of any Humber policies, other relevant internal policies or relevant external policies (e.g. of the funding agency and/or research sponsor), the responsible Investigator will make the final decision of what team members to include as an author. In the event that a finding or published report is based on research that has been unethically collected and/or not in compliance to required guidelines or policies, a co-author will file a policy breach with the Research Office.

## 1.6 Compliance to Humber Internal Policies

Researchers are expected to comply with all Humber policies

## 1.7 Compliance to External Regulations<sup>1</sup>

1.7.1. If a project is funded by one of the Tri-Agency institutions, Humber employees and students are required to comply with the Tri-Agency Framework: Responsible Conduct of Research guidelines.

1.7.2. As appropriate for the project, researchers must also be in compliance with relevant external regulations and legislation, included but not limited to:

- Personal Information Protection and Electronic Documents Act (PIPEDA)
- Personal Health Information Protection Act (PHIPA) where medical or health information is collected
- Canadian Council on Animal Care Policies and Guidelines
- Agency policies related to the Canadian Environmental Assessment Act
- Licenses for research in the field
- Laboratory Biosafety Guidelines
- Controlled Goods Program
- Canadian Nuclear Safety Commission (CNSC) Regulations
- Canada's Food and Drugs Act

## 2. Policy Breaches

2.1 Actions that violate or are inconsistent with the principles outlined in section 1 will be considered breaches of policy and will result in sanctions ranging from warning or reprimand to expulsion or dismissal, as appropriate to the circumstances. Such actions may include, but are not limited to, any or all of the following dishonest behaviours:

- Falsifying or fabricating data;
- Plagiarism, (i.e. copying large body of copyrighted material without acknowledging the author and the source);
- Willfully misrepresenting and/or misinterpreting (for any reason) findings resulting from the conduct of research and scholarly activities;
- Failure to recognize relevant contributions of others in the authorship of papers or invention disclosures e.g., student or co-worker contribution of an idea that leads to a concrete improvement of results, time spent collecting and analyzing data or written contributions to articles/papers, failure to honour the confidentiality that the researcher promised or was contracted to as a way to gain valuable information from a party internal or external to Humber;



- Failure to adhere to terms and conditions of contracts with a third party (in most cases external to the Humber that is sponsoring the research);
  - Failure to report to the Humber Research Office an involvement in research involving human participants, bio-hazardous materials or animals, and to obtain approvals as necessary;
  - Failure to disclose conflict of interest.
- 2.2 Students who are alleged to have committed a policy breach in academic research solely in their capacity as students, and in respect only to work related to the completion of course or program requirements, will be governed by their School's procedures for dealing with academic misconduct.
- 2.3 The following will not normally be considered breaches of policy:
- Honest errors or mistakes;
  - Differences in opinion or different interpretations of scientific discoveries.
- 2.4 Information concerning a policy breach will be communicated to applicable stakeholders of the research project in which the policy breach occurred, including but not limited to, sponsoring agencies or industry partners, partnering academic institutions, local, provincial or federal grant agencies, peer-reviewed journals or other publications if the research has been published, in accordance with their requirements.

### **3. Institutional Responsibilities**

Humber recognizes that promoting a culture of research integrity requires a commitment from the institution. As such, Humber commits to:

- i) providing access to necessary resources;
  - ii) creating and upholding processes through which breaches of responsible research conduct may be reported, investigated and, as necessary,
  - iii) processes for breaches to be reported and corrected, and for offenders to be disciplined.
- 3.1 **Providing a culture that fosters responsible research conduct**  
Humber will promote these standards and issues through dissemination of this policy and other relevant written material and offering workshops and seminars on the topic and recognizing staff and students who uphold and encourage the standards set forth in this policy.
- 3.2 **Investigating Policy Breach Allegations**  
Allegations of policy breach may arise from anonymous or identified sources within or outside the institution. The allegations may be well founded, honestly erroneous or mischievous. Whatever their source, motivation or accuracy, such allegations have the potential to cause great harm to the persons accused, to the accuser, to the institution, and to research and scholarship in general. Therefore, Humber will take prompt action and treat allegations seriously and in a manner that is impartial and accountable to the members of its community and the broader academic community. Investigations into breaches will be guided by the principle of fairness and applicable to all parties. The respondent and complainant will have adequate opportunity to

know any evidence presented by any party and to respond to that evidence, if he or she so chooses.

### 3.3 Accountability and Reporting of Confirmed Policy Breaches

3.3.1 Once a policy breach has been investigated and refuted or confirmed, a report will be prepared by the investigation committee, assigned by the VP, Academic, and actions will be determined.

3.3.2 Humber will take the necessary measures to ensure the protection of Agency or sponsor funding, where evidence supports that a policy breach occurred. This may include temporary suspension of the project, and restricted access to funding, until the matter has been resolved.

3.3.3 Breaches that occur under Tri-Agency funded research: All Humber employees and students are required to comply with the Tri-Council Policy Statement Section 2.1

### 3.4 Recourse for Researchers

3.4.1 If the person sanctioned by a decision believes the decision was reached improperly or disagrees with that decision, an appeal or grievance, as appropriate, may be filed, according to the terms of the appeal or grievance mechanism applicable to that person.

3.4.2 If no such mechanism is in place, an appeal may be filed with the President within 15 working days of the sanctioned individual's receipt of the report. If an appeal is received at the President's office, the President will review the final report and may consult with the VP, Academic, the Committee and all other parties involved in the investigation, including witnesses, the complainant, and the respondent, before determining an appeals mechanism for the case, which will be consistent with the principles and procedures in this policy.

3.4.3 Upon completion of appeal proceedings, the decision rendered will be final and binding on all parties, whether the decision is made by the President or delegated by the President to a group responsible for hearing the appeal.

### 3.5 Record Keeping

All documents involved in the investigation will be kept in a confidential file in the office of the VP, Academic, for a minimum of 3 years following the finding of policy breach or dismissal of the allegation. All information and records relating to an action taken under this policy will be handled by Humber in compliance provincial and federal privacy legislation.

#### **References:**

[Canada's Food and Drugs Act, 1985](#)

[Canadian Council on Animal Care Policies and Guidelines](#)

[Canadian Environmental Assessment Act, 1992](#)

Canadian Nuclear Safety Commission (CNSC) Regulations

Controlled Goods Program

Humber Ethical Review of Research Involving Humans Policy

Humber Intellectual Property Policy

Humber Research Contracts, Grants and Fund Administration Policy

Humber Research Involving Animals Policy

Humber Research Involving Biohazards Policy

Laboratory Biosafety Guidelines, 3<sup>rd</sup> Edition, 2004

Personal Information Protection and Electronic Documents Act, 2000

Personal Health Information Protection Act, 2004 (PHIPA)

1 Tri-Council Policy Statement Ethical Conduct for Research Involving Humans

**Appendices:**

N/A

**Related Procedure:**

Integrity in Research and Scholarship Procedure

<b>Procedure #</b>	AC203P1
<b>Related Policy Name</b>	Integrity in Research
<b>Approved by:</b>	M. Hatton
<b>Approval Date:</b>	March 18, 2013
<b>Replaces Procedure Dated:</b>	
<b>Admin. Contact(s):</b>	Dean Research
<b>Review Date:</b>	December 2017

## Integrity in Research and Scholarship

### Purpose:

This document outlines Humber's procedures to collectively create and promote a culture of responsible research at Humber. This procedure and the Integrity in Research and Scholarship Policy represent a complete framework for conducting and enforcing responsible research.

The purpose of this procedure is to:

- i) Promote a culture of honesty, accountability and trust for researchers to ensure responsible conduct of anyone at Humber engaging in research; and,
- ii) Outline procedures for investigating allegations of responsible research conduct breaches at Humber; and
- iii) Provide a means to ensure resources and funding are used responsibly and in compliance with relevant policies and procedures.

**This document is available in alternate format on request.**

### Definitions:

**Allegation:** A declaration, statement, or assertion communicated in writing to the Research Office declaring that there has been, or continues to be, a breach of one or more Institutional policies, the validity of which has not been established.

**Applicant or co-applicant:** An individual who has submitted an application, individually or as part of a group or team, to carry out research activities. The application could be to the Humber Research Ethics Board, to request funds from an internal or external funding agency, and/or as part of a research contract.

**Author or co-author:** The writer, or contributing writer, of a research publication or document that is submitted either internally or externally for purposes of disseminating research findings.

**Conflict of interest:** A conflict of interest can arise when activities or situations place a person or the college in a real, potential or perceived conflict between their duties or responsibilities related to research and their personal, institutional or other interests. Conflict of interests may occur when individuals' judgments and actions or the college's actions in relation to research are, or could be, affected by personal, institutional or other interests.

**Complainant:** The person filing or making a policy breach allegation in research or scholarship, according to this policy.

**Investigation:** A systematic process, conducted by an Institution's investigation committee, of examining an allegation, collecting and examining the evidence related to the allegation, and making a decision as to whether a breach of a policy(ies) has occurred.

**Members of the Humber community:** All staff and students, and all other research personnel associated with Humber, regardless of status. As it regards students, the term includes, but is not limited to full-time, part-time, and visiting students. As it regards staff, the term covers all three classifications of staff (administration, faculty, and support) and any employment or affiliation status that may be found at Humber, which includes, but is not be limited to, full-time, part-time, and contract. As it specifically relates to faculty, the status covered by the term also includes, but is not limited to, sessional and visiting faculty.

**Policy Breach:** Willful noncompliance to the conditions set forth in this policy including but not limited to:

- ***Fabrication:*** Making up data, source material, methodologies or findings, including graphs and images.
- ***Falsification:*** Manipulating, changing, or omitting data, source material, methodologies or findings, including graphs and images, without acknowledgement and which results in inaccurate findings or conclusions.
- ***Destruction of research records:*** The destruction of one's own or another's research data or records to specifically avoid the detection of wrongdoing or in contravention of the applicable funding agreement, institutional policy and/or laws, regulations and professional or disciplinary standards.
- ***Plagiarism:*** Presenting and using another's published or unpublished work, including theories, concepts, data, source material, methodologies or findings, including graphs and images, as one's own, without appropriate referencing and/or without permission, if required.
- ***Redundant publications:*** The re-publication of one's own previously published work or part thereof, or data, in the same or another language, without adequate acknowledgment of the source, or justification.
- ***Invalid authorship:*** Inaccurate attribution of authorship, including attribution of authorship to persons other than those who have contributed sufficiently to take responsibility for the intellectual content, or agreeing to be listed as author to a publication for which one made little or no material contribution.
- ***Inadequate acknowledgement:*** Failure to appropriately recognize contributions of others in a manner consistent with their respective contributions and authorship policies of relevant publications.
- ***Mismanagement of Conflict of Interest:*** Failure to appropriately manage any real, potential or perceived conflict of interest.

**Representative:** A person chosen by the respondent or complainant, who may be an employee or member of an employee or student group to which the respondent or complainant belongs.

**Research:** An undertaking intended to extend knowledge through a disciplined inquiry or systematic investigation. Includes but is not limited to literature reviews, funding applications,

data collection with or without Research Ethics Board approval, industry partnered projects, journal papers or articles, theses and/or presentations at seminars or conferences.

Researcher: Anyone who conducts or is involved with research activities.

Respondent: The person who has been alleged to have committed a breach of this policy.

Tri-Council: Is comprised of the three major funding agencies in Canada: the Canadian Institute for Health Research (CIHR), Natural Sciences and Engineering Research Council (NSERC) and Social Sciences and Humanities Research Council (SSHRC).

## **Procedures:**

### **1. Development of a Proposal**

The roles of all project team members will be discussed in advance, wherever possible. Applicants and co-applicants will agree on the terms of authorship before the beginning of the project, including students who are contributing to the project. The roles and responsibilities of the group will be detailed at the outset, and will include criteria for being a co-author and who will be responsible for these obligations when the study is completed.

### **2. Data Gathering, Storage and Retention**

2.1 If consent is required for data collection, subjects must have knowledge and provide consent for any changes or new intentions regarding the use of their data. This includes changes in individuals (for example new co-investigators) or organizations (new research partners) who will have access to subjects' data.

2.2 All primary data should be recorded promptly in clear, adequate, original and permanent form and should not leave the academic school.

2.3 Approval from the Research Office is required to transfer data outside of the institution.

2.4 All data should be stored for a period as per REB guidelines after the study has been completed. If a Principal Investigator leaves Humber before the period is up, the data will be stored by the Research Office.

### **3. Resolution of Conflict Between Co-authors**

3.1 In the event of a conflict between co-authors on technical content, number of co-authors, or order of names in co-authorship, every attempt should be made to resolve the matter informally. If unavoidable, mediation by the Dean of Research may be required. In case the conflict cannot be resolved through mediation, the conflict will be resolved by the VP, Academic.

3.2 For disagreements in how data will be interpreted and/or disseminated, co-authors will try to find a solution that appeals to all parties, including but not limited to:

- i. The Lead Author/Principal Investigator will include the dissenting team member names as a co-author(s) but may include a statement that not all authors agree with all aspects of the paper; or,
- ii. The Lead Author/Principal Investigator will include differing interpretations in the discussion of the article or paper to acknowledge the dissenting perspectives; or,

If the dissenting team member(s) cannot come to an agreement with the Principal investigator, he/she/they will be removed from the author list, and his/her/their contribution will be indicated in the acknowledgments section of the paper.

#### 4. Procedures for Investigating Policy Breach

##### 4.1 Initiating an Inquiry

- 4.1.1 An allegation of policy breach in research or scholarship must be received in writing by the Vice President (VP), Academic within six months of discovery of the alleged breach, whether it is submitted directly to the VP, Academic or channelled through a Humber Dean or Director. Allegations received by the VP, Academic after six months of discovery of an alleged breach will not normally be considered, except under compelling circumstances
- 4.1.2 The description of the alleged breach should be as specific and thorough as possible and must be signed and dated by the complainant. All documentary evidence that supports the allegation must be included with the initial submission to the VP, Academic. Although anonymous allegations will not normally be considered, if compelling evidence is received, the investigation process may be initiated.
- 4.1.3 Within 10 days of the receipt of an allegation in writing, the VP, Academic will decide if the circumstances:
  - (a) do not warrant an investigation,
  - (b) can be resolved without an investigation, or
  - (c) warrant an investigation.
- 4.1.4 The decision to dismiss the complaint without an investigation will be made in consultation with the President. The VP, Academic may consult with the President and any other individuals she/he deems useful to inform this decision. Any consultation will be made under strict confidentiality not to disclose the circumstances or identities of the individuals either accused of or alleging the breach.
- 4.1.5 If the complaint is not carried beyond this stage, no written record of the names of the parties involved or of the specifics of the allegation will be maintained.

##### 4.2 Procedures for Investigating a Policy Breach

If an investigation is determined to be warranted by the VP, Academic, she/he will so notify the parties involved (i.e. the complainant, respondent) within 10 working days of this determination. Within this time period, the VP, Academic will also designate an ad hoc committee to conduct the investigation, hereinafter referred to as “*the Committee*”.

##### 4.3 Roles of Individuals in Addressing Allegations of Policy Breaches

Researchers and others play important roles in the process for addressing allegations of policy breaches and in helping to ensure that allegations are addressed appropriately and in a timely manner. Individuals involved in an inquiry or investigation must follow the

Institution's policy and process as a complainant, a respondent or a third party, as appropriate.

#### 4.4 Composition of the Policy Breach Investigation Committee

The VP, Academic may appoint as many members to the Committee as she/he deems appropriate for the circumstances of the allegation, but will consist of no fewer than 3 members. Members may include any Humber staff member, except for staff from the same School or Department as the respondent. The VP, Academic may also appoint one or more individuals external to Humber who have expertise relevant to the circumstances of the allegation.

#### 4.5 Policy Breach Investigation Committee Procedures

The investigation into a policy breach will be confidential and will be governed by the principle of fairness. Within this framework, the Committee is free to develop procedures and practices that are appropriate to the circumstances of the allegation under investigation. The Committee may hold meetings, conduct hearings (more detailed guidelines for meetings and hearings are outlined below), and collect written material relevant to the investigation, such as laboratory notebooks, manuscripts, computer files, and records of the proceedings of Humber committees. The Committee may also consult expert witnesses and solicit reports from them on the matter under investigation. However, the Committee will exercise its discretion in establishing procedures in these activities within the following parameters:

- (a) before any determination is made, the person against whom the allegation is made will have:
  - full disclosure of the allegation;
  - full disclosure of the individual presenting the allegation;
  - full disclosure of evidence presented in the case; and
  - an opportunity to answer in full.
- (b) the Committee will conduct proceedings in a timely manner, and
- (c) the proceedings will remain confidential, to the extent possible, with a view to protect the identities of the respondent and complainant.

#### 4.6 Policy Breach Investigation Committee Meetings

The investigation may include one or more meetings between the Committee and the respondent, for which a written record of the meeting (or minutes) will be maintained. The respondent may have a representative present at such meetings

#### 4.7 Policy Breach Investigation Hearings

- (a) The investigation may include a hearing, which will be determined by the Committee within 10 working days of its appointment. Written notice of a hearing and the procedures to be followed shall be provided to all parties at least 5 working days in advance of a hearing.
- (b) The two parties to a hearing (i.e., the complainant and the respondent) may each have a representative present at the hearing.
- (c) In exceptional circumstances, the Committee may permit the respondent or complainant to be represented by his/her delegate in his/her absence.
- (d) Unless otherwise approved by the complainant, respondent, the Committee, and all witnesses, the hearing will be videotaped.



- (e) If the complainant or respondent fails to appear before the hearing at the appointed time, the Committee may, without further notice, proceed in such absence. If there are medical or compassionate reasons for non-appearance, the Committee must be notified immediately. The Committee will determine the acceptability of such reasons and whether the hearing should be adjourned.
- (f) Evidence will not be given under oath.
- (g) The two parties and their representatives may be present throughout the hearing. Witnesses may be present only when they present their evidence orally; the Committee may permit witnesses to provide their evidence in writing.
- (h) Each of the two parties will be given the opportunity to ask questions of any witness present at the hearing, but the Committee shall have the right to disallow questions that are in their opinion inappropriate.
- (i) The Committee will be responsible for the maintenance of an orderly procedure in the hearing.
- (j) The videotape recording of a hearing is intended for use only by the Committee for reference in developing the report for the VP, Academic and for appeal. The videotape will be treated as confidential to the extent permitted by law.

#### 4.8 Accountability and Reporting of Confirmed Policy Breaches

The following steps will be taken for reporting policy breach allegations to any partner who has provided funding and/or other resources (including data as appropriate) for a research project where one or more investigators has been accused of committing a policy breach:

- 4.8.1 The Committee will endeavour to complete its investigation and report on its finding to the VP, Academic as quickly as feasible and appropriate, but normally within 60 working days from the time of the Committee's selection. The report developed for the VP, Academic will outline the Committee's findings regarding whether or not policy breach occurred, which will be based on the criterion of clear and convincing evidence. The Committee's finding will be binding on the institution and will be communicated in a written report, submitted to the VP, Academic. Specifically, the Committee's report will include the following elements:
- a) the names of Committee members and explanation from the VP, Academic of why they were selected;
  - b) a description of the methods used by the Committee for the investigation;
  - c) the names of persons that were interviewed or that provided information in the investigation;
  - d) a statement of the Committee's finding regarding whether or not a policy breach occurred;
  - e) a statement of the Committee's reasons for the finding; and
  - f) recommendations from the Committee for sanctions or actions that may be taken, which may include, but are not limited to:
    - sanctions against a respondent found to have committed a policy breach;
    - actions to protect or restore the reputation of the respondent, if wrongfully accused,
    - actions to protect a complainant found to have made a responsible accusation,

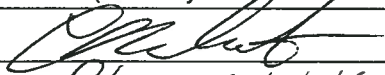
- sanctions against a complainant found to have made an irresponsible or malicious allegation
- 4.8.2 The VP, Academic will have the sole authority and discretion to impose sanctions or take actions as recommended by the Committee or to determine other sanctions or actions that she/he deems appropriate in the circumstance unless another party is designated to do so by existing policy, collective agreement, or legislation. The VP, Academic will communicate the sanctions and/or actions to be taken and provide a copy of the Committee's report to all parties (the complainant, respondent, and any sponsor or funding agency associated with research in which an allegation of policy breach is investigated) within 15 working days of receiving the Committee's written report. Sanctions will depend on the severity of the offence and may include, but are not limited to, reprimand, suspension and dismissal (employees) or expulsion (students).
- 4.8.3 Should the evidence support that a policy breach occurred, Humber will take the necessary measures to ensure the protection of any external granting agency or sponsor that has supported the research, either by providing funding, expertise, data or other resources that were essential for the completion of the project. This may include temporary suspension of the project, and restricted access to funding, until the matter has been resolved, if the situation warrants such action.
- 4.8.4 If the investigation was requested by one or more external agencies, a full copy of the report must be sent to the affected parties, regardless of whether or not a policy breach has occurred, within 30 days of the conclusion of the investigation.
- 4.8.5 If the investigation was initiated internally, within the institution, and a policy breach has occurred in research funded by one or more Federal Granting Agencies, the institution should provide the agency with a copy of the report within 30 days of the conclusion of the investigation.

**References:**

[1Tri-Council Policy Statement 2: Responsible Conduct of Research.](#)

**Appendices:**

N/A

<b>Policy #</b>	(formerly 151) AC205
<b>Approved by:</b>	
<b>Name:</b>	Chris Whitaker
<b>Title:</b>	Vice President, Academic
<b>Approval Date:</b>	September 20, 2013
<b>Policy Holder:</b>	Vice President, Academic
<b>Administrative Contact:</b>	Associate Vice President, Academic Operations
<b>Replaces Policy Dated:</b>	June 28, 2007
<b>Review Date:</b>	June 28, 2018

## Intellectual Property

### Purpose/Rationale:

Humber College Institute of Technology & Advanced Learning (hereafter referred to as “the College”) supports creativity, innovation and invention among its students, faculty, support and administrative staff.

The intent of this policy is to assure that any intellectual property (hereafter referred to as “IP”) produced will be utilized and developed for the benefit of the creators, the College, and the public. The rights and responsibilities regarding IP are covered in this policy.

**This document is available in alternate format on request.**

### Scope:

College personnel are covered to the extent that their creative work involves the use of College resources such as space, facilities, equipment, staff, or funds, as stipulated for the particular circumstances described in this policy.

### Definitions:

College personnel: refers to College faculty, support and administrative staff, students, visiting faculty, contractors, consultants and all other persons whose primary work affiliation is with the College, whether compensated by the College or not.

Experiential educational programs: refers to field experience, mandatory program projects, co-op, work term, internships and, for the purposes of this policy, work study students.

Gross Royalties: refers to cash or cash proceeds received by the College, whether from the sale of equity or obtained in licensing transactions, milestone payments or royalty payments.

IP: is any form of knowledge or expression created by one's intellect that can be legally protected. Types include:

- **Copyrights:** Copyrights include, without limitation, all creative works, electronic or paper documents, software (including source code and object code), multimedia or audiovisual materials, photographs, and any other materials that may be copyrightable under Canadian law. (Copyrightable material shall include educational or research software, but shall not include software other than educational or research software.)
- **Industrial Designs:** An industrial design is the features of shape, configuration, pattern or ornament (or any combination of these features) applied to a finished article made by hand, tool or machine. It may be, for example, the shape of a table or the shape and ornamentation of a spoon. The design must have features that appeal to the eye. ([Canadian IP Office, Industry Canada](#))
- **Integrated Circuit Topographies:** Integrated circuit topographies are now considered a form of IP. Recognizing the growing impact of integrated circuit technology in virtually all fields of industry, and the need to protect Canadian innovations in this technology both nationally and internationally, Canada has introduced protection for integrated circuit topographies. Topographies are innovative, three-dimensional circuit designs used in many different products. Examples of such products are automobiles, industrial robots, cameras, spacecraft and computers. ([Canadian IP Office, Industry Canada](#))
- **Patents:** Patents include, without limitation, all inventions, discoveries, know-how (despite the fact that these may not benefit from patent protection) or other material that is patentable under Canadian law, as well as all software that is excluded from "copyrightable material" (whether or not patentable under Canadian law).
- **Trademarks:** Trademarks include a word, a symbol, a design (or a combination of these features), used to distinguish the wares or services of one person or organization from those of others in the marketplace or any other feature that is considered a trademark under Canadian law.
- **Trade secrets:** Trade secrets are ideas or know-how (business methods, processes, machines, formulas, patterns and techniques) that are kept secret from one's business competitors.
- **Invention:** Invention means any new and useful art, process, machine, manufacture or composition of matter, or any new and useful improvement in any art, process, machine, manufacture or composition of matter.

**Net Royalty Income:** refers to gross royalties received by the College, in the form of cash or cash proceeds, whether from the sale of equity or obtained in licensing transactions, milestone payments or royalty payments, unless otherwise agreed, less commercialization costs of the Research Office (including but not limited to billed costs for protection of IP, marketing, legal fees and other licensing costs).

## **Policy:**

### 1. **Protectable IP**

#### 1.1 Determination of Rights to Protectable IP

The College will assert ownership rights to protectable IP, except copyrightable IP, developed under any of the following circumstances:

- a) Development was funded by an externally sponsored research program or by any agreement that allocates rights to the College.
- b) Development was funded or partially funded by one or more sector partner(s).

- c) Development required use of College resources (e.g. facilities, equipment, funding) or more than minimal use of College personnel.<sup>1</sup>
- d) The creator was assigned, directed, or specifically funded by the College to develop the material.
- e) Material was developed by administrators or staff in the course of employment duties and constitutes work for hire under Canadian law.

The creator of protectable IP retains his or her rights, and the College shall not assert ownership rights, except as outlined above. Creators are encouraged to seek the advice of the Research Office in determining whether the subject matter is protectable.

## 1.2 Disclosure

College personnel, who alone or in association with others (within or outside the College) create IP, with any use of College resources, that may be protected (registered as a patent, industrial design, integrated circuit topography or a trademark) except for copyrightable IP (see Section 2) are responsible for disclosing the subject matter to the College. Disclosure must be made when it can be reasonably concluded that a protectable subject matter has been created, and sufficiently in advance of any publication, presentation, or other public disclosure to allow time for possible action that protects rights to the IP for the creator(s) and the College.

## 2. Copyrightable IP

### 2.1 Determination of Rights to Copyrightable IP

The creator of copyrightable IP will retain his or her rights, and the College shall not assert ownership rights, except as outlined below. However, all creators will be expected to grant to the College perpetual, irrevocable, non-exclusive, worldwide, royalty-free licenses for copyrightable material that is developed for College courses or curriculum, so that the College's continued use of such material for educational purposes will not be jeopardized.

The College will assert ownership rights to copyrightable IP developed under any of the following circumstances:

- a) Development was funded as part of an externally sponsored research program under an agreement which allocates rights to the College.
- b) College personnel were assigned, directed, and/or specifically funded by the College during the course of employment to develop material, and the College has negotiated an understanding and/or formal contract with the creator.
- c) The material was developed by administrators or other non-faculty employees in the course of employment duties and constitutes work as a condition of employment under Canadian law.
- d) The material was developed with extraordinary or substantially more use of College resources than would normally be provided for the creator's employment duties. This might occur as disproportionate use of staff time, networks, equipment, or direct funding.

### 2.2 Disclosure

College personnel are not obligated to disclose the creation of copyrightable material, even when the product might have commercial value, unless the material was developed under one of the qualifying conditions listed above in section 2.1, in which

case, the creator is responsible for timely disclosure.

3. Commercialization

3.1 If College personnel decide to pursue commercialization of their invention, they must contact the Research Office to initiate this process.

3.2 College personnel who wish to pursue the commercialization of their independently developed and owned IP through the College may offer such IP to the College by disclosing the IP to the Research Office.

4. IP Developed in Joint Initiatives with Outside Parties

Where the College enters into an agreement with an outside party (person(s), institution(s), or business(s)) that may result in the generation of IP, the parties will ensure that a written agreement sets out their respective rights to the IP in the work and any terms relating to the sharing of risk and revenue from the exploitation of the work.

5. IP Developed Under Sponsored Research Agreements

Ownership of IP developed pursuant to an agreement with any sponsor will be governed by the provisions of that agreement. Sponsored research programs funded by private sponsors will generally provide for the College to retain title to all IP that arises in the course of the research program with the sponsor retaining an option to acquire commercialization rights through a separate license agreement. Government and non-profit sponsors generally allow rights to IP that arise from the research program to vest with the College, subject to certain retained rights held by the sponsoring agency.

6. IP Developed Under Experiential Education Programs

For the purposes of this policy, work completed by College personnel in experiential education programs will be considered by the College to be bound by copyright laws and policies as they relate to the organization in which the experiential learning takes place.

7. Waiver of Return of Rights

Since the College aims to encourage creativity, it reserves the right to allow some flexibility in applying this policy on a case-by-case basis. The College may, at its sole discretion, waive, transfer, or license to the creator its rights to any IP when such action does not conflict with obligations to other interested parties. This could occur for instance, if the costs of protecting and developing the IP are not likely to be matched by anticipated income. If at any time the College shall terminate its effort to seek protection of IP, or to discontinue commercial development, the inventor shall, upon filing a request with the College and completing appropriate transfer of rights, be free at his or her expense to seek a patent or copyright, and / or develop, license, and otherwise use the material, subject to the College's rights to reimbursement of incurred costs and sharing of future royalties, in amounts to be negotiated between the College and the creator on a case-by-case basis.

8. Income Distribution

IP owned by the College shall be distributed according to the following:

- a) 50% Creator(s) (personal)
- b) 30% Creator's school or equivalent department (for support of research and other creative activity)

- c) 20% College (Research Office funds for discretionary support of research and other creative activity)

In the event of joint creators, the payments made to the creators under the above schedule shall be divided equally among the creators, except as may be otherwise agreed to by the creators and approved by the Research Office.

In the event the College receives consideration other than monetary consideration in connection with any license, such as equity, such consideration shall be considered "Gross Royalties" and shall be apportioned according to the above schedule. Any equity received by the College may be held by the College until such time that the College decides to liquidate such equity. The College has the sole right to determine the disposition of IP in which it has equity. Payments for research or contributions of equipment shall not be considered Gross Royalties but shall be the sole property of the College.

The College may postpone the distribution of Net Royalty Income when future expenses relating to the applicable technology, such as patent prosecution costs, or an infringement suite, are reasonably anticipated.

9. College Personnel Equity Participation

College personnel who are planning to direct or participate in a research program sponsored by a company in which they hold equity must disclose their equity position, and agree to periodic review of their participation in the project, by the Dean of Research or her/his designate. The purpose of such review is to assess potential conflicts between company sponsored research and other research programs in the creator's laboratory and to monitor compliance with College policies.

10. Conflict Resolution

The Research Office will handle questions regarding the application, interpretation or implementation of the policy, or regarding disagreement among creators concerning assignment of rights or sharing of royalties. Disagreement with any determination made by that Office may be directed to the appropriate Vice President or his/her designate for a final determination.

11. Use of the College Name, Mark, or Insignia

Use of the College name, seal or logo on letterhead and business cards is standardized and regulated by the Marketing and Communications Department.

The College name, seal, and logo may not be used without the approval of the Director of Marketing and Communications:

- a) in conjunction with any private or commercial enterprise;
- b) in tandem with the advertisement of any product; or
- c) by any individual or group promoting itself.

Any questions regarding the use of the College name seal, or logo should be referred to the Director of Marketing and Communications.

**Endnotes:**

<sup>1</sup> The College has rights to patentable material derived from research carried out with any use of College resources. However, patentable material developed independently by the creator outside of normal duties associated with the creator's position and with no use of College resources is vested with the creator and/or with the organization whose resources were used, such as a hospital.

**Acknowledgments:**

The College's policy on IP was adapted from George Brown's policy on IP and is used with permission. It is also recognized that George Brown's policy was adapted from material prepared by Tufts Computing and Communication Services Department, Tufts University and from material prepared by Steven J. McDonald, Associate Legal Counsel for Ohio State University. The policy was amended in 2008 using the IP policies at Seneca College, BCIT, Niagara College, Humber College and The University of Waterloo as resources.

**References:**

Humber Copyright Policy

**Appendices:**

None

**Related Procedure:**

IP Procedure



<b>Procedure #</b>	AC205 P1
<b>Related Policy Name &amp; #</b>	Intellectual Property #AC205
<b>Approved by:</b>	Vice President, Academic
<b>Approval Date:</b>	September 20, 2013
<b>Replaces Procedure Dated:</b>	NA
<b>Admin. Contact(s):</b>	Associate Vice President, Academic Operations
<b>Review Date:</b>	June 28, 2018

## Intellectual Property

### Purpose:

To outline the procedures related to intellectual property (IP).

**This document is available in alternate format on request.**

### Definitions:

College personnel: refers to College faculty, support and administrative staff, students, visiting faculty, contractors, consultants and all other persons whose primary work affiliation is with the College, whether compensated by the College or not.

Experiential education programs: refers to field experience, mandatory program projects, co-op, work term, internships and, for the purposes of this procedure, work study students.

IP: is any form of knowledge or expression created by one's intellect that can be legally protected. Types include:

- Copyrights: Copyrights include, without limitation, all creative works, electronic or paper documents, software (including source code and object code), multimedia or audiovisual materials, photographs, and any other materials that may be copyrightable under Canadian law. (Copyrightable material shall include educational or research software, but shall not include software other than educational or research software.)
- Industrial Designs: An industrial design is the features of shape, configuration, pattern or ornament (or any combination of these features) applied to a finished article made by hand, tool or machine. It may be, for example, the shape of a table or the shape and ornamentation of a spoon. The design must have features that appeal to the eye.<sup>1</sup>
- Integrated Circuit Topographies: Integrated circuit topographies are now considered a form of IP. Recognizing the growing impact of integrated circuit technology in virtually all fields of industry, and the need to protect Canadian innovations in this technology both nationally and internationally, Canada has introduced protection for integrated circuit topographies. Topographies are innovative, three-dimensional circuit designs used in many different products. Examples of such products are automobiles, industrial robots, cameras, spacecraft and computers.<sup>1</sup>
- Patents: Patents include, without limitation, all inventions, discoveries, know-how (despite the fact that these may not benefit from patent protection) or other material that is patentable under Canadian law, as well as all software that is excluded from

"copyrightable material" (whether or not patentable under Canadian law).

- Trademarks: Trademarks include a word, a symbol, a design (or a combination of these features), used to distinguish the wares or services of one person or organization from those of others in the marketplace or any other feature that is considered a trademark under Canadian law.
- Trade secrets: Trade secrets are ideas or know-how (business methods, processes, machines, formulas, patterns and techniques) that are kept secret from one's business competitors.
- Invention: Invention means any new and useful art, process, machine, manufacture or composition of matter, or any new and useful improvement in any art, process, machine, manufacture or composition of matter.

## Procedures:

### 1. Disclosure:

- 1.1. IP disclosable, as described in the Humber IP Policy, shall be disclosed to the Research Office.
- 1.2. IP is disclosed by completing and submitting the Disclosure Form (Appendix A) to the Research Office. The form describes the details of the invention including:
  - a) Names of all creators and contributors to the creation;
  - b) A description of the creation and the research done to create it, as well as identifying what the creator thinks makes the creation unique; and
  - c) A list of all funding sources that were used to complete the research.
- 1.3. The Research Office will meet with the creator to review the disclosure. During this meeting the Research Office will gain an understanding of the invention by asking questions to determine what the creation does, how it works, what it can be used for, what the creator feels is "novel" about the creation, and what future development of the creation the creator plans to pursue.
- 1.4. Following the preliminary evaluation of the potential IP the creation will be assessed to determine if it is ready to commercialize or whether further research is required before the invention can hold any commercial value.

### 2. Commercialization

If college personnel decide to pursue commercialization of his or her invention, the Research Office will:

- a) Complete a review of registration and protection and marketability of the IP and prepare a recommendation for the Vice President, Academic regarding the protection and the commercialization of the IP;
- b) Be responsible, working with creators, for obtaining patent, copyright, or other protection of IP owned by the College hereunder, and for marketing and licensing of all such intellectual property rights; and
- c) Set-up and manage individual expense and income accounts for IP that is vested in the College under the College IP policy.

### 3. Contracts for IP: Joint Initiatives with Outside Parties, Sponsored Research Agreements and Experiential Education Programs

College personnel will contact the Research Office to develop IP contracts.

4. Waiver of Return of Rights

If at any time the College terminates its effort to seek protection of IP, or to discontinue commercial development, the creator may file a request with the Research Office to complete appropriate transfer of rights.

5. Conflict Resolution

Creators will request the Dean of Research to informally resolve any disagreement among creators concerning assignment of rights or sharing of royalties. Failing informal resolution, the appropriate Vice President or his/her designate will make a final determination.

**Endnotes:**

<sup>1</sup> [Canadian IP Office, Industry Canada](#)

**References:**

Humber Copyright Policy

**Appendices:**

Appendix A: Disclosure Form

**Related Policy:**

IP Policy

**Appendix A INTELLECTUAL PROPERTY DISCLOSURE FORM****PART A**

1. Title and brief description of the IP:

2. If applicable, contract or grant number:

3. Please tick the appropriate response:

a) Were the costs of the activities giving rise to the IP specifically funded by grants received or administered by the college or by contracts between external sponsors and the college?

YES

NO

b) Were the costs of the activities giving rise to the IP specifically funded by grants from the college's endowments, special purpose funds, or specific budget allocations?

YES

NO

c) Was the property created using specialized research facilities and services of the college, including laboratories, major capital equipment, or technical facilities or services?

YES

NO

4. Will ongoing college spaces or resources be required to commercialize? If yes, please describe:

**PART B**

Creator (please add as required):

Name (specify Dr/Mr/Ms):

School:

Extension:

Signatures: Creator \_\_\_\_\_

Dean \_\_\_\_\_

Received Research:

Signature:

<b>Procedure #</b>	AC200P1
<b>Related Policy Name &amp; #</b>	Ethical Conduct for Research Involving Humans
<b>Approved by:</b>	Vice-President Academic
<b>Approval Date:</b>	June 15, 2011
<b>Replaces Procedure Dated:</b>	
<b>Admin. Contact(s):</b>	Chair, Research Ethics Board
<b>Review Date:</b>	June 2017

## Procedures For Ethical Conduct For Research Involving Humans

### Purpose:

The purpose of this procedure is to complement the Humber College Institute of Technology & Advanced Learning (hereafter referred to as “Humber” or “the College”) Ethical Conduct for Research Involving Humans Policy document and to articulate a clear and defined process that will allow the Research Ethics Board (REB) to review applications in a fair and transparent manner. This procedure will determine whether the design of a research project is over a minimal risk threshold, whether the research is capable of addressing the questions being asked in the research, and identify the requirements for a fully detailed research proposal, progress reports for ongoing research, and a summative report at the end of the research.

### Definitions:

Competence: refers to the ability of the participant to comprehend the information, to appreciate the consequences of the decision and to make an informed judgment about their participation in the research project.

Confidentiality: is the legal and ethical obligation that arises from one person entrusting another with personal and private information.

Harm: anything that has a negative effect on the welfare of participants. The nature of the harm may take a social, behavioral, psychological, physical or economic form.

Human participants: individuals whose data or responses to interventions, stimuli or questions by the researcher are relevant to answering the research question.

Under a broad definition, the research may include human participation:  
 Directly through physical participation; may include both active and/or passive involvement;  
 Indirectly through the provision for or access to personal data and/or biological material;  
 On behalf of others (parents/legal guardians for those without the capacity to give informed consent and supervisors of individuals under controlled environments

The nature of human participation in research will vary from one project to the next depending on the degree of involvement and an individual’s consent. It is recognized that data collected about characteristics and responses may have identifiable private information, which is confidential and must be protected by the researcher.

Principal investigator: the individual who submits the research application and accepts the responsibility for ensuring the ethical treatment of every human participant for the duration of the research.

Privacy: the right of an individual to be free from intrusion or interference by others and to be secure from unauthorized disclosure of personal information that is contained in documents.

Protocol: refers to the description of the project that is included in the application submitted to the REB.

Research Ethics Board (REB): The Humber College Research Ethics Board oversees ethical screening and conducts a full review of research projects involving human participants. One REB will be established to evaluate all research and ensure the research is conducted in a manner that is consistent with the policy. (See policy, p. XX).

Risk: a function of the magnitude or seriousness of the harm and the probability that it will occur, whether to participants or third parties.

Minimal risk: occurs when potential participants can reasonably expect the probability and extent of possible harms to the participant in the research project will be no greater than the risks encountered by the participant in their everyday lives that relate to the research.

## Procedures:

### 1.0 Submission Review Procedure

#### 1.1. General

Research projects involving human participants should be submitted on a completed Application for Ethical Review Involving Human Participants form. Researchers may contact the Research Department for assistance in the process. Meetings between the REB and researcher may occur to clarify aspects of the application or to expedite the process but shall not substitute for the formal review process.

Humber recognizes there is a range of risk to human participants associated with research and the proportionate approach (See Policy, 2.7) to research ethics assessment is categorized into two levels of review:

- Full review (default);
- Expedited review by the chair or subgroup of the REB.

Research to be conducted by any member of the Humber community outside the jurisdiction or country by the principal investigator shall undergo an ethics review by the Humber College REB and by the REB that has authority in the jurisdiction where the research is to take place.

#### 1.2. Full Review

1.2.1. The Chair will convene regular meetings of the REB to review all submitted documentation. Research proposals shall be sent to the members of the REB at least 10 business days in advance of each meeting.

- 1.2.2. The REB review will be based upon fully detailed submissions that will include an Application for Ethical Review of Research Involving Human Participants. This application includes:
- a description of the research, including methodology;
  - the individuals/population required for the investigation;
  - specific planning for risk management;
  - a plan for the collection and maintenance of confidentiality of data;
  - a disclosure of any conflict of interest; any relevant correspondence including any comments from the public;
  - all relevant supporting documents;
  - if required, a justification for withholding or misrepresenting significant facts (deception) when informing the participant about the research and a plan for providing full upon completion of the project.
- 1.2.3. The REB will accommodate reasonable requests from researchers to participate in discussion about their proposals. The REB will function impartially and hold a full discussion, without the researcher present, when reaching a decision. In addition, if there are follow-up questions or concerns raised by the REB, the principal investigator will address them, either in person or in writing, at the discretion of the REB.
- 1.2.4. The REB will endeavor to reach consensus on decisions; however, if this is not achievable, a majority vote will decide the issue. A record of decisions will be maintained including requirements for revisions, along with the reasons for them and dissents.
- 1.2.5. Under most circumstances, applications will be reviewed within 30 business days from receipt of the application. The REB shall deliver its decision on the research application in one of the following categories:  
Approve as submitted;  
Conditionally approve with recommendations for minor changes or subject to revisions;  
Not approve.
- 1.2.6. Applicants will be notified of the decision in writing, including the reasons for the decision, within 15 business days of the meeting. Requests for modifications will be explained and once the application is revised, shall be reviewed by the REB chair. If REB requirements have been met, approval shall be granted. When considering a negative decision, the REB shall provide the principal investigator with reasons and give the researcher an opportunity to reply before making a final decision.
- 1.2.7. Reconsideration

Principal investigators have the right to request reconsideration of decisions affecting a research protocol. If the REB does not approve the submission based on ethical reasons of the research activity or if in the Principal Investigator's opinion, the REB imposes conditions that compromise the research, the principal investigator will be given an opportunity to refute the

reasons in writing or in person and the REB has an obligation to reconsider its decision.

#### 1.2.8. Appeal

If the principal investigator and REB cannot reach agreement through discussion and reconsideration, the principal investigator may apply in writing within 30 business days to the chair of the Research Ethics Appeal Board (REAB) requesting an appeal of the negative decision of the REB with a copy forwarded to the Chair of the REB. Upon granting an appeal, the documentation will be sent to the REAB within 10 business days of receiving the request for an appeal.

#### 1.2.9. Research Ethics Appeal Board (REAB)

The membership of the REAB will consist of a minimum of five members who are not members of the REB and reflect the range of background and expertise similar to that of the REB (i.e. research, community representation, knowledge of ethics and of law). They will operate under the same reporting and administration structure as the REB. The REAB shall review the submission in a fair and impartial manner, rendering a decision that is considered final and binding and not subject to further appeal.

The decision will:

- Confirm the original REB decision;
- Modify the decision;
- Impose specific conditions for approval; or
- Reverse the decision.

The principal investigator and REB will be notified in writing, with reasons, no later than 40 business days after receiving the appeal.

#### 1.3. Expedited Review

The principal investigator may choose to request an expedited review on the application by selecting the appropriate box. The REB Chair will review the application to assess the level of risk of harm to the human participant.

##### 1.3.1. Criteria

If the proposed research is deemed to pose no greater than “minimal risk” to the research participants (i.e. where the probable level of risk is reasonably anticipated to be no greater than what the participants may encounter in everyday life), does not involve vulnerable populations, sensitive information (e.g. legal, social or employability risk) or physically or psychologically invasive procedures and raises no other substantive ethical concerns, then the proposal may be referred to expedited REB review. If it does not meet the criteria for an expedited review then it is referred to the REB for a full review.



An expedited review may also be considered if a duly constituted REB under another institution that complies with the TCPS has formally approved the research.

#### 1.3.2. Process

The principal investigator will be responsible for ensuring that the research protocol is reviewed by all institutions when a multi-centre research project is undertaken. The participating REBs may choose to co-ordinate the ethics review process and share relevant documents to facilitate the review.

The REB may delegate the expedited review of the submission to two individuals who have appropriate expertise. After completing the review, they will provide a written assessment on whether or not there are additional risk factors in the research that constitute greater than minimal risk. If both reviewers determine the risk is greater than minimal, the ethics submission will be referred to the REB for a full review. If the two reviewers disagree and can't come to a resolution through discussion with the assistance of the chair, the submission will again be referred for a full REB review. Submissions that meet the minimal risk criterion and comply with ethical standards, or which require only minor modifications and are subsequently revised, the REB Chair may approve on behalf of the REB.

Any requested expedited reviews and the results are reported by the Chair to other members of the REB. All expedited reviews will be ratified by the REB. This permits REB members to continue their responsibility and maintain surveillance over decisions made on their behalf.

#### 1.4. Review for Ongoing Research

In accordance with a proportionate approach to ethics review, the REB shall make the final determination as to the nature and frequency of the continuing ethics review. At a minimum, an annual status report with sufficient details to make a judgment about the ethical acceptability of the research will be submitted to the Chair of the REB. However, reports may be requested at shorter intervals and/or additional requirements may be imposed depending on the risks and probability of harm. If research that is expected to be completed within one year continues, the principal investigator must submit a request for an extension prior to the expiration of the current approval. Where there has been little or no change to the protocol, an expedited review may be considered.

Any adverse effects suffered by the participants are to be reported immediately to the REB by the principal investigator and resolved within seven business days of their occurrence. This report will enable the REB to better protect research participants in future research projects. Depending on the nature of the event or issue, the REB may require adjustments to the protocol to prevent a reoccurrence.

Contemplated changes to the research protocol must be submitted to the REB with an explanation and are subject to an ethics review before the changes are implemented. The only exception is when changes are necessary to eliminate an immediate hazard

to the research participants. The rigor of the review will be in accordance with proportionate approach.

The Chair has the discretion to refer the matter for the opinion of the REB if the change is substantial or to approve it on his/her own authority. The REB has the authority to terminate an approved research protocol that deviates and no longer complies with the policy.

### 1.5. Records

A record of all decisions at all REB and REAB meetings shall clearly document decisions, dissents and reasons, and be kept in a file. Plans for continuing ethics review, timelines and any conditions or limitations attached to the approval will also be documented. At the conclusion of the project, the principal investigator will notify the REB promptly that the project has been completed and then has 30 business days to submit a Research Study Completion Report. At that time, the file shall be “closed” and maintained in a secure location in the Research Department for a period of five years as a record to demonstrate compliance with the policy. The files will remain the property of Humber College, subject to audit by authorized representatives of the college, members of appeals boards and funding agencies.

## 2.0 Informed Consent Procedure

### 2.1 General

An important mechanism for respecting participants’ autonomy in research is the requirement to seek their free and informed consent. This requirement reflects the commitment that participation in research, including participation through the use of one’s data, or biological materials, should be a matter of choice and that, to be meaningful, the choice must be informed. An informed choice is one that is based on as complete an understanding as is reasonably possible of the purpose of the research, what it entails, its risks and potential benefits, both to the participant and to others. Therefore, research may only proceed if:

- potential participants have voluntarily and freely agreed to participate in the research study on the basis of well understood information about the objectives of the research and the nature of their participation; and
- their consent is maintained throughout the duration of their participation in the research.

### 2.2 Competent Human Participants

Once REB approval has been granted for a research protocol, potential participants or authorized third parties must be fully informed about the nature of the research in a clear and transparent manner and become part of a dialogue before being invited to participate in the study. Participants are given the opportunity to discuss and reflect on their participation prior to giving free and informed consent once they understand the following:

- The purpose of the research, the identity of the principal investigator and research team members, and the contact information for a person in the event there are concerns or complaints;

- How they will be asked to participate, the duration of the study, how much time will be required, responsibilities and how they will be selected (e.g. if randomized, the probability of participant selection);
- Full disclosure of any actual or perceived conflicts of interest on the part of the principal investigator or Humber College and any potential for commercialization of the research;
- Whenever possible and appropriate, additional information will be provided;
- Information on any costs, payment reimbursement for expenses or compensation.
- The potential risks and benefits that may arise from participation in the research include any consequences of non-action, treatment or where there is a potential for physical, psychological or social impacts.

### 2.3 Voluntariness

That participation is strictly voluntary and no coercion or undue influence such as physical duress, fraudulent misrepresentation, exercise of control or abuse of power relationships will be used to gain acceptance;

Withdrawal of consent is allowed at any time, without explanation or penalty, and that none of the data or biological materials previously collected will be included in the research findings.

### 2.4 Confidentiality

How confidentiality will be strictly maintained and that no identifiers will be disseminated in any of the findings;

All research findings will be kept secure, accessible only to the research team, and will be destroyed within a reasonable time frame; and

Ways in which the outcomes of the research will be published, how participants will be informed of the results and what opportunities will be provided for their feedback at the end of their participation.

### 2.5 Documentation of Consent

Documentation of consent will be in written form, but where not appropriate, the REB may accept verbal consents that are witnessed and confirmed by a neutral third party. Alternately they may indicate their consent by participating directly in the data collection (e.g. surveys).

### 2.6 Naturalistic Observation

Free and informed consent must be obtained for all prospective participants with the exception of minimal risk naturalistic observation studies that examine behaviour in a natural (not staged) environment. However, the research records must still protect the identity and dignity of the participants in these cases so REB review is required and free and informed consent should be obtained from the participants after the observation whenever possible.

## 2.7 Vulnerable Human Participants

Some individuals may be competent but certain factors could diminish the person's ability to exercise their autonomy and effectively render them vulnerable. This would include inadequate information or understanding for deliberation, or a lack of freedom to act due to controlling influences or coercion. Sectors influenced by the nature of their relationship include students, employees, and patients dependent on caregivers or long-term care residents; therefore, caution must be exercised and the best interests of the participant protected.

Beyond the legal requirements for obtaining free and informed consent from authorized third parties, family members and friends may provide information about the interests and previous wishes of prospective subjects. In some cases, the REB will have to determine from whom the free and informed consent should be sought.

## 2.8 Specific Circumstances in Obtaining Consent

The REB may approve a consent procedure that does not have all the elements or may waive the informed consent requirement in the following circumstances:

- The research is no more than minimal risk to the participants;
- The waiver or alteration is unlikely to adversely affect the rights and welfare of the participants;
- The research could not practicably be carried out without the waiver or alteration;
- Whenever possible and appropriate, the participants will be provided with additional pertinent information after participation;
- The waived or altered consent does not involve a therapeutic intervention.

### **References:**

Humber Ethical Conduct for Research Involving Humans Policy

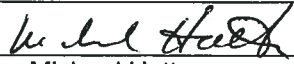
Tri-Council Policy Statement: Ethical Conduct for Research Involving Human Subjects, 2nd edition (TCPS 2)

### **Acknowledgments:**

Durham College

### **Appendices:**

Application for Ethical Review Involving Human Participants form

<b>Policy #</b>	(Formerly 2002-04-24) AC109
<b>Approved by:</b>	
<b>Name:</b>	Michael Hatton
<b>Title:</b>	Vice President Academic
<b>Approval Date:</b>	January 4, 2013
<b>Policy Holder:</b>	Vice President Academic
<b>Administrative Contact:</b>	Associate Dean, Program Development
<b>Replaces Policy Dated:</b>	November 2009
<b>Review Date:</b>	November 2017

## Program Review

### Purpose/Rationale:

The Humber College Institute of Technology & Advanced Learning (hereafter referred to as “Humber” or “the College”) is committed to providing excellence in its academic programming. The College implements program review to ensure that the content and delivery of programs continue to be responsive, current and relevant in meeting community, employer, student and government needs. This policy outlines a consistent framework for program review.

**This document is available in alternate format on request.**

### Scope:

The policy applies to all approved postsecondary programs for which an Ontario college credential is awarded.

### Definitions:

None

### Policy:

1. Humber will review all approved postsecondary programs every five to seven years through a process of program self-assessment and internal and external review.
2. The review process will consist of the following elements:
  - 2.1 Degrees:
    - A Self Study
    - Review by a Program Evaluation Committee
    - Receipt of Report of the Committee
  - 2.2 Certificate and Diplomas
    - Self-Assessment by faculty

- Student focus groups
- External assessment by two outside reviewers

**References:**

The Ministry of Training, Colleges and Universities, Colleges of Applied Arts and Technology  
Binding Policy Directive Framework for Programs of Instruction

[Postsecondary Education Quality and Assessment Board Handbook for Ontario Colleges 2010](#)

**Appendices:**

None

**Related Procedure:**

Program Review Procedure

<b>Procedure #</b>	AC109P1
<b>Related Policy Name &amp; #</b>	Program Review
<b>Approved by:</b>	Vice President Academic
<b>Approval Date:</b>	January 4, 2013; February 28, 2013
<b>Replaces Procedure Dated:</b>	N/A
<b>Admin. Contact(s):</b>	Associate Dean, Program Development
<b>Review Date:</b>	November 2017

## Program Review

### Purpose:

This procedure outlines consistent procedures for degree, certificate and diploma program review.

**This document is available in alternate format on request.**

### Definitions:

None

### Procedures:

#### 1. General:

- 1.1 All approved postsecondary programs will be reviewed every five to seven years through a process of program self-assessment and internal and external review.
- 1.2 The self-assessment reports and internal and external review assessments will be forwarded to the Academic Administrator of the program.
- 1.3 An Action Plan of each review will be prepared by representatives from the Planning and Development Unit in collaboration with the Dean and/or his/her designate.
- 1.4 The Dean and/or designate will implement the Action Plans and report back to the Vice President Academic within one year of completion of the program review.

#### 2. Degree Program Review

- 2.1 The process of the review for degree programs will include:
  - A Self Study
  - Review by a Program Evaluation Committee
  - Receipt of Report of the Committee
- 2.2 The Self Study

Faculty members, program coordinators and administrators of the program will complete a self-study. The completion of the self-study is facilitated by administrators from the Planning and Development Office in collaboration with the Academic Administrators of the relevant school. In conformity with the Postsecondary Education Quality Assessment Board (PEQAB) requirements, the self-study includes an assessment of:

- 2.2.1 The strategic fit of the program with the organization's mission, educational goals, and long-range plans.
- 2.2.2 The learning outcome achievements of students/graduates by comparison with:
  - the program's stated learning outcome goals and standards;
  - the degree-level standard;
  - the opinions of employers, students/graduates; and
  - the standards of any related regulatory, accrediting or professional association.
- 2.2.3 Key Performance Indicators (graduate employment rates, graduate satisfaction level, employer satisfaction level, student satisfaction level, and graduation rates), the default rate on the Ontario Student Assistance Program or other student loan plan, and student retention rates.
- 2.2.4 The continuing relevance of the program to the field of practice it serves, including evidence of revisions made to adapt to changes in the field of practice.
- 2.2.5 The continuing appropriateness of the method of delivery and curriculum for the program's educational goals and standards.
- 2.2.6 The continuing appropriateness of admission requirements (i.e. achievement level, subject preparation) for the program's educational goals and standards;
- 2.2.7 The continuing appropriateness of the program's structure, method of delivery and curriculum for its educational goals and standards.
- 2.2.8 The continuing adequacy of the methods used for evaluating student progress and achievement.
- 2.2.9 The efficient and effective utilization of existing human, physical, technological and financial resources.
- 2.2.10 Indicators of faculty performance, including the quality of teaching and supervision and demonstrable currency in the field of specialization.
- 2.2.11 Individual student work in the terminal stage of the program, that reflects exemplary, average, and minimally acceptable performance, and demonstrates that the degree level standard has been achieved.

The Planning and Development Office will provide the required templates, central data and assistance with the completion of the self study.

### 2.3 Review by a Program Evaluation Committee

As per the PEQAB requirements, a committee is identified to evaluate the program based on (a) the self study and (b) a site visit. The committee is composed of senior academic peers (normally two external peers) and one academic peer internal to the college but outside the program. The external committee members must have relevant expertise from outside the institution and all members must be free of any conflict of interest.

Copies of the self-assessment report are distributed to the program evaluation committee prior to the site visit. At the site visit the committee members normally meet with faculty members, students, graduates, employers and administrators to gather information. The



Program Evaluation Committee will prepare an assessment report of the program using the template provided.

#### 2.4 The Report of the Committee

As per the PEQAB requirements, the purpose of the committee is to assess program quality and recommend any changes needed to strengthen that quality. The self-assessment reports, internal and external review assessments, and the assessment report will be forwarded to the Vice President Academic and the Program Administrators. The results of the program review will be used to develop an Action Plan and make appropriate planning decisions and changes to the program.

### 3. Diploma and Certificate Program Review

3.1 Each spring, the Planning and Development department will consult with the Deans to determine a suitable schedule of programs to review for the upcoming fall and winter semester.

3.2 The process for review of certificate and diploma programs will include:

- Self-Assessment
- Student focus groups
- External assessment by two outside reviewers (ideally one from industry and one from academia)
- Receipt of report of the committee

#### 3.3 The Self-Assessment

Faculty members, program coordinators, and administrators of the program will complete a program self-assessment. The completion of the self-study is facilitated by administrators from the Planning and Development Office in collaboration with the Academic Administrators of the relevant school. The self-assessment will include:

- 3.3.1 The strategic fit of the program with the organization's mission, educational goals, and long-range plans.
- 3.3.2 The learning outcome achievements of students/graduates by comparison with:
- the program's stated learning outcome goals and standards;
  - the opinions of employers, students/graduates; and
  - the standards of any related regulatory, accrediting or professional association.
- 3.3.3 Key Performance Indicators (graduate employment rates, graduate satisfaction level, employer satisfaction level, student satisfaction level, graduation rates, and student retention rates).
- 3.3.4 The continuing relevance of the program to the field of practice it serves, including evidence of revisions made to adapt to changes in the field of practice.
- 3.3.5 The continuing appropriateness of the method of delivery and curriculum for the program's educational goals and standards.
- 3.3.6 The continuing appropriateness of admission requirements (i.e. achievement level, subject preparation) for the program's educational goals and standards;
- 3.3.7 The continuing appropriateness of the program's structure, method of delivery and curriculum for its educational goals and standards.

- 3.3.8 The continuing adequacy of the methods used for evaluating student progress and achievement.
- 3.3.9 The efficient and effective utilization of existing human, physical, technological and financial resources.
- 3.3.10 Indicators of faculty performance, including the quality of teaching and supervision and demonstrable currency in the field of specialization.

The Planning and Development Office will provide the required templates, central data and assistance with the completion of the self-assessment.

#### 3.4 Student Focus Groups

- 3.4.1 Students currently enrolled in the program under review will be invited by Planning and Development to participate in a focus group session.
- 3.4.2 A summary of student responses from the focus group will be provided to the outside reviewers.

#### 3.5 External Assessment by Two Outside Reviewers

- 3.5.1 A committee is identified to evaluate the program based on (a) the self-assessment and (b) a site visit. The committee is composed of two outside reviewers (ideally one from industry and one from a postsecondary institution).
- 3.5.2 Copies of the self-assessment report are distributed to the program external assessment reviewer prior to the site visit. At the site visit the committee members normally meet with faculty members, students, graduates and administrators to gather information. The external assessment committee will prepare an assessment report of the program using the template provided.

#### 3.6 The Report of the Committee

The purpose of the committee is to assess program quality and recommend any changes needed to strengthen that quality. The self-assessment reports, internal and external review assessments, and the assessment report will be forwarded to the Vice President Academic and the Program Administrators. The results of the program review will be used to develop an Action Plan and make appropriate planning decisions and changes to the program.

#### References:

The Ministry of Training, Colleges and Universities, Colleges of Applied Arts and Technology Binding Policy Directive Framework for Programs of Instruction

[Postsecondary Education Quality and Assessment Board Handbook for Ontario Colleges 2010](#)

<b>Procedure #</b>	AC204P2
<b>Related Policy Name &amp; #</b>	Research Contracts, Grants and Fund Administration AC204
<b>Approved by:</b>	Vice President Academic
<b>Approval Date:</b>	February 25, 2013
<b>Replaces Procedure Dated:</b>	Nov. 20, 2003, June 29, 2004
<b>Admin. Contact(s):</b>	Dean, Research
<b>Review Date:</b>	January 2018

## Research Contracts and Fund Administration

### Purpose:

This procedure specifies the terms and conditions by which research contracts will be reviewed and approved and how associated funds will be administered at Humber College Institute of Technology and Advanced Learning.

**This document is available in alternate format on request.**

### Definitions:

Direct Cost a cost that is easily and accurately identified in research proposals or contracts. Examples of direct costs include, but are not limited to, wages and benefits of research personnel, materials, supplies, travel, equipment, and rental of space.<sup>i</sup>

Indirect Cost: a cost in a research project that cannot be easily identified and charged to a particular research project but which is incurred by the college and allows research projects to take place. Indirect costs can include such financial considerations as: depreciation of building and equipment, maintenance (including utilities, waste disposal, and security), insurance, financial administration (including purchasing and accounting), and libraries.<sup>ii</sup>

Principal Applicant or Principal Investigator: an individual who is responsible for preparing and submitting the contract and who will be in charge of the execution of the research project. This will also be the individual responsible for the management of the project and budget in compliance with sponsor agency guidelines, and Humber policies.

Co-applicant or Co-Investigator: is a member of the research team whose skills and/or education is essential to carrying out some part of the proposed project, for example data analyses. A Humber employee who will be involved should be included as a Co-applicant if they meet the definition of the granting agency or sponsor. The co-applicant will be normally be involved in the development of some sections of the proposal, but not responsible for its completion or submission.

Faculty Lead: is a co-applicant whose participation is essential to the performance of the research activities supported by the contract or grant. The Faculty Lead will normally be a Humber employee with essential training and experience to develop the methodology and lead the research activities. There will typically be one or more Faculty Leads for institutional grants,

where the Principal Applicant is required to be an administrative staff member. Refer also to section 2.2 below for more details on Faculty Lead responsibilities.

**Research Contract:** refers to an agreement to perform research or research-related activities for a sponsor under specified conditions in exchange for payment of direct and indirect costs. Normally, the idea for the project is generated by the sponsor, and they require that certain guidelines be followed with regards to the direction of the research and/or to the use or publication of research results. In addition, sponsors usually want to retain control of some or all of the Intellectual Property generated from a project. Sponsors of research may include private companies, federal government departments (e.g., Human Resources Development Canada) or federal funding agencies (e.g., Canada Foundation for Innovation), and provincial government ministries (e.g., Ministry of Training, Colleges and Universities), provincial funding agencies (e.g. Regional Innovation Centers such as MaRS)<sup>iii</sup> or industry partners, be they for profit or not-for profit.

**Research Grant:** a fund provided in aid of the independent research activities of a faculty or staff member. Normally, grant recipients are expected to use the funds as outlined in the grant proposal and to contribute the results from the research to the public domain without undue delay. The research methodology is usually developed by the Principal Applicant and co-applicants, not under the direction or in collaboration with the granting agency. Grant agencies will not typically make any claim to Intellectual Property generated from projects they fund. Grant programs may be offered by federal or provincial agencies (e.g., Social Sciences and Humanities Research Council, Workplace Safety and Insurance Board), non-profit organizations, or foundations (e.g., Ford Foundation, Fulbright Foundation).<sup>iv</sup>

**Sponsor:** An individual, company, institution or organization which takes responsibility for the initiation, management, and/or financing of a research project.

## **Procedures:**

### **1. Proposal and Contract Review**

#### **1.1 General**

Any Humber staff member who wishes the College to enter into a research contract with another organization will provide the necessary documents for internal review and approval as outlined in sections 1.2 and 1.4 below. This review will provide the opportunity to identify: acceptable use of Humber services and resources, compliance with other relevant Humber policies (such as intellectual property policy), and any liability associated with the proposed contract.

#### **1.2 Research Contract Documentation**

1.2.1 Any Humber employee who wishes to collaborate on a research contract, with or without funding, from a sponsoring organization, should contact the Humber Research Office as early as possible to ensure the proper administrative steps are followed.

1.2.2 Employees must provide evidence that their supervisor (Dean or Director) is aware of and supports the project before the application process is started.

1.2.3 Proposals/applications must contain, at a minimum, the following details or items:

- The name of the Principal Investigator and the names and roles of other individuals directly involved in the research, Faculty Lead and/or Co-Investigator(s), as applicable;
- A copy of the agreement or contract, usually provided by the sponsor;
- A detailed description of what will be done, who will be involved, how data will be collected, and how results will be analyzed and disseminated (research proposal). The proposal will also include details on the expectations and time to be committed of all team members, including all Co-Investigator(s);
- The names of all partnering agencies, organizations, or companies (if any), details about their role in the research project, and any potential benefits or liabilities associated with their participation in the research project;
- A list of College services and resources (including human resources) to be used for recovery of indirect costs of the project, as per the terms of the research contract. The indirect costs of research are to be calculated as 40% of the total direct costs of the project. Any indirect costs not recovered by the sponsor or other partners must be included as an in-kind contribution by the College to the project;
- Project timelines, including expected start and end dates, and milestones;
- The terms for rights to ownership and exploitation of intellectual property resulting from the research, in compliance with Humber's Policy on Intellectual Property;
- A budget and detailed budget justification for the proposed project (see 1.3); A statement from the Principal Investigator indicating that he or she understands and agrees with the terms and conditions outlined in the contract and proposal, and accepts responsibility for the contract, as stipulated in 2.1 of this procedure, should it come into effect; and
- The CV or resume of the Principal Investigator.

### 1.3 Budget Development Process for Contracts

Applicants will work directly with the Research Office to develop the research project budget. It is advised that applicants contact the Research Office as early as possible in the process to minimize the negative effects of delays.

The full cost of the project must be fully calculated, and should clearly differentiate between direct and indirect costs. All budgets must also clearly state who is covering the cost.

The operating budget should include i. Direct Costs, ii. Indirect Costs and iii. Proposed sources of funding, which will include any or all of the following:

- i. Direct Costs:
  - a. Salaries, stipends and/or honoraria for research project personnel;
  - b. Supplies required to conduct the research
  - c. Equipment that must be purchased, if an allowable expense, and associated operating and/or maintenance costs;
  - d. Travel costs, either to conduct the research or for meetings/conferences;
  - e. Other knowledge dissemination
  - f. Other costs as appropriate.

- ii. Indirect Costs:
  - a. Infrastructure resources to conduct the research including space, equipment and maintenance costs;
  - b. Salary for research support services employees in departments such as Finance, Research Ethics Board, the Research Office, administrative staff, other as appropriate for the project;
  - c. Building maintenance and operating expenses such as heat, lighting, property taxes;
  - d. Other as appropriate for the proposal.
- iii. The total budget should also include all sources of funding, potential or confirmed, including any and/or all of the following:
  - a. Cash contributions from the industry partner and/or sponsor. This would include supplies provided by the sponsor for the purposes of the project, new employees hired specifically for the project, and equipment that is purchased by the sponsor for the project, only if the equipment is to belong to Humber upon completion of the project;
  - b. In-kind contributions from the sponsor. This includes salaries of existing staff who will donate some of their time to the project without additional compensation, and equipment or space that is being used for the project but which remains the property of the sponsor upon completion of the project;
  - c. Cash contributions from Humber: Commitments of the college to hire new staff, equipment, supplies or other resources specifically for the project should be counted as cash contributions;
  - d. In-kind contributions from Humber: This would cover the salaries of current employees who are redirecting some of their time to the project. This should not include administrative staff from Finance or Human Resources, these salaries are covered under indirect costs;
  - e. Cash and in-kind contributions from other sources: should be calculated and categorized according to the guidelines of Direct and Indirect Costs, above.

#### 1.4 Approval Process for Contract Proposals

Research contract proposals will require approval in the sequence listed:

- (1) School/Department Approval,
- (2) Financial Approval of the Budget,
- (3) Research Office Approval; and
- (4) Appropriate Executive Approval

It is the responsibility of the Principal Investigator to allow adequate time for all of the following reviews and approvals to be completed. The Principal Investigator should contact the approvers well in advance of any deadlines to learn about plans for approvers to be out of office and to identify alternate approver(s), as necessary. Failure to provide adequate time to properly review may result in delays that jeopardize the timely completion of the project as per sponsor/partner requirements.

The following subsections provide details about each type of approval:

##### 1.4.1 School/Department Approval

Research contracts require initial approval by the Dean(s) of the school(s) or department(s) of the individual(s) to be involved with the proposed the research contract. This approval must be obtained informally before the start of the application process, (see 1.2.2); formal approval is required for the final contract. Approval by the Dean does not represent final approval for the contract. The Dean's formal approval, provided by signature, will constitute:

- That the terms and conditions of the proposed research outlined in the proposal and contract are suitable to the school or department;
- Acceptance that the research is consistent with the school's or department's strategic objectives and will benefit students and faculty;
- Assurance that the research will be accommodated within the constraints of the available College facilities and resources;
- Assurance that the research will not interfere with the other responsibilities at the College of the Principal Investigator or other research team members, including the Faculty Lead and co-investigators, as applicable;
- Acceptance that the school or department will be financially responsible for covering all shortfalls in revenue resulting from failure to submit deliverables to the contracting organization or sponsor and for all overspending on contract accounts, including indirect costs (see 3.3 below); and,
- Agreement that the Dean will immediately notify the Research Office of any change in the employment status of a Principal Investigator or Faculty Lead (see 3.5 of this policy, below).

If the proposal includes co-investigators from more than one department or school, approval must be obtained by the Deans of all Co-Investigator(s).

#### 1.4.2 Financial Approval of the Budget

The budget must be reviewed and approved by the Director of Financial Services and Planning or his/her designate prior to approval of the Research Office. It is highly recommended that the Principal Investigator work closely with the Research Office in the development of the budget and justification prior to submitting to Finance for approval.

Signature of the Director of Financial Services and Planning indicates that the budget conforms to Humber standards and that the indirect costs have been appropriately budgeted.

#### 1.4.3 Research Department Approval

The Research Department will review the research contract and proposal to ensure that:

- (1) The project aligns with Humber's Applied Research Strategic Plan;
- (2) The project conforms to and addresses applicable institutional policies, including Ethical Conduct for Research Involving Humans approval and Intellectual Property;
- (3) The proposal contains all appropriate, relevant and necessary elements and complete details are provided, including information about the roles and responsibilities of Co-Investigator(s);
- (4) The budget, budget justification and project timelines are appropriate for the scope of work proposed; and
- (5) All necessary approvals have been obtained.

Formal approval provided by the Director, Research, by signature, will constitute that the preceding five criteria have been met in advance of executive approval.

#### 1.4.4 Executive Approval

The signature of an authorized official is required at Humber for final approval of all research proposals and contracts. The signature of the President or his/her designate is required for final approval to enter into a research contract. As appropriate, the President may delegate final approval to the VP, Academic or to the Vice President, Finance and Administrative Services.

As an authorized official responsible to the College's Board of Governors, the President or delegate will use his/her discretion regarding implications of the research contract proposal on the College, particularly as it concerns institutional liability. Therefore, along with authority to approve research contract proposals, the President or delegate, at his/her sole discretion, may seek counsel about, propose modifications to, or reject the research contract proposal, as deemed necessary.

## 2. Responsibilities

### 2.1 Principal Investigator Responsibilities

The Principal Investigator identified in the research proposal will be responsible for abiding by the terms as outlined in the Research contract. Once a project has been approved and the contract has been secured, the Principal Investigator assumes responsibility for:

- The performance and completion of the work, including submission of reports and other deliverables according to the terms and conditions outlined in the contract;
- Ensuring all participants have the appropriate training and experience to perform the role and responsibilities as described in the proposal;
- Ensuring that everyone working on the research project is aware of and agrees to comply with all applicable terms and conditions of the research contract, especially those relating to publication, intellectual property, and confidentiality;
- The management of the research fund account, once it is established, which includes authorizing expenditures in accordance with the budget;
- Working closely with the Faculty Lead, as applicable, to ensure the project is moving forward as per the timelines and within the approved budget; and,
- Ensuring that all relevant stakeholders including the Research Office, Deans of participating schools, and VPs who signed the contract on behalf of the institution, are informed as soon as possible of any circumstances which could prevent satisfactory completion of the contract proposal.

### 2.2 Faculty Lead Responsibilities

In all cases where a Faculty Lead is required, the Principal Investigator may delegate the following research operations, after the contract has been approved and the funding has been secured:

- Ordering supplies and tracking project expenses of the research fund account, however authorizing expenditures in accordance with the approved budget remains the responsibility of the Principal Investigator;



- Supervising study personnel, including research assistants and students, as they perform project-related duties;
- Preparing interim and final reports, though all documents submitted for internal and external review or approval must first be reviewed and approved by the Principal Investigator; and,
- Ensuring that the Dean(s) associated with the project, the Research Office and, as appropriate, the President are informed as soon as possible of any circumstances which could prevent satisfactory completion of the project.

### 3. Contracts/Agreements Fund Administration

Although 3.1, 3.2 and 3.3 may be delegated by the Principal Investigator to an administrative assistant or research assistant, all project-related documents and activity remain the responsibility of the Principal Investigator.

#### 3.1 Record Keeping

The Principal Investigator is responsible for the following:

- 3.1.1 Ensuring that a copy of the submitted proposal with all necessary signatures is provided to the Research Office;
- 3.1.2 Providing a copy of the final fully-executed contract, proposal and final approved budget to the Research Office and Financial Services;
- 3.1.3 Keeping copies of all project-related expenses and a record of all salary expenditures.
- 3.1.4 Recording minutes for all project-related meetings.
- 3.1.5 Other as required for Research Ethics Board approval or the sponsor.

#### 3.2 Administration and Management of Funds

After a contract has been approved, the Principal Investigator will be responsible for:

- 3.2.1 Submitting the Research Ethics Board approval letter to the Research Office for research involving human participants, as appropriate. This approval must be obtained prior to the release of funds;
- 3.2.2 Ensuring sponsor funds are utilized in compliance with the fully-executed agreement and adhering to Humber Finance and Purchasing requirements;
- 3.2.3 Preparing reports and submitting to Finance for review and approval prior in advance of the sponsor deadlines; and,
- 3.2.4 Authorizing expenditures in accordance with the budget approved by the fully-executed agreement.

Financial Services and Planning will establish an account for the research contract funds and will provide accounting services for the funds, according to generally accepted accounting principles. Financial Services will also provide an audited financial statement of the contract fund accounts, as may be required as per the contract agreement. It is the responsibility of the Principal Investigator to work closely with Finance and to request audited financial statements in advance of reporting deadlines.

#### 3.3 Recovery of Indirect Costs

Provisions for the recovery of indirect costs of performing research activities will be included in all Humber research contracts, where permitted by the funding agency or sponsor. The indirect costs will be calculated at 40% of the total direct costs of the project, and should be recovered to the greatest extent possible, where permitted by the funding agency or sponsor. The President or his/her delegate has the authority collectively to adjust this rate on a case-by-case basis, as may be deemed appropriate.

### 3.4 Allocation of Indirect Costs

The Principal Applicant is responsible for ensuring that the requested budget includes as much of the indirect costs as possible. The Dean of the Principal Applicant's Department is responsible to ensure that all direct and indirect costs that are not recovered by the grant will be covered by their Department.

The revenue received by Humber, as a recovery of indirect costs, will be distributed as follows:

- 50% to Humber's General Revenues
- 50% to the development fund of the Principal Investigator's affiliation, department or school

### 3.5 Change in the Status of Principal Applicant or Award Holders

The Dean of the Principal Applicant and/or Faculty Lead shall immediately notify the Dean of Research of any change in the employment status of a contract or award holder or essential co-investigator (Principal Applicant or Faculty Lead) so that the appropriate sponsoring agencies can be notified in a timely manner. The replacement of a Principal Applicant must be approved by the Dean of Research and the Dean of the replacement investigator. Formal approval of the changes must be obtained in writing with a revised contract signed by the Executive Approver and the sponsor.

## 4. Policy Administration

The Dean of Research will be responsible for the administration of this policy and procedure and to monitor its effectiveness.

### **References:**

Humber Approval and Signing Authority Policy

Humber Intellectual Property Policy

Humber Ethical Conduct for Research Involving Humans

### **Appendices:**

None

### **Related Procedure:**

Research Grant Applications and Fund Administration (AC204P1)

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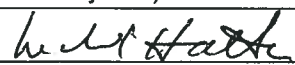
**Endnotes**

<sup>i</sup> Adapted from University of Toronto's *Policy on Research Contracts and the Recovery of Indirect Costs of Research*.

<sup>ii</sup> Adapted from University of Toronto's *Policy on Research Contracts and the Recovery of Indirect Costs of Research*.

<sup>iii</sup> Adapted from University of Ottawa's policy on *Grants and Contracts Administered by the University*.

<sup>iv</sup> Adapted from University of Ottawa's policy on *Grants and Contracts Administered by the University*.

<b>Policy #</b>	(Formerly 152) AC204
<b>Approved by:</b>	
<b>Name:</b>	M. Hatton
<b>Title:</b>	Vice President Academic
<b>Approval Date:</b>	February 25, 2013
<b>Policy Holder:</b>	Vice President Academic
<b>Administrative Contact:</b>	Dean, Research
<b>Replaces Policy Dated:</b>	Nov. 20, 2003, June 29, 2004
<b>Review Date:</b>	January 2018

## Research Contracts, Grants and Fund Administration

### Purpose/Rationale:

The Humber College Institute of Technology & Advanced Learning (hereafter referred to as “Humber” or “the College”) is designated by the Ministry of Training, Colleges and Universities as an *Institute of Technology and Advanced Learning* (ITAL) and, as such, may engage in research activities. Research contracts and grants often involve substantial use of institutional resources and sometimes require a financial contribution made by the host institution in order to qualify. This policy specifies the terms and conditions by which research grants will be reviewed and approved and by which research funds will be administered.

**This document is available in alternate format on request.**

### Scope:

The policy applies to all research grants that propose the use of any of Humber’s services or resources (including human, physical, and financial).

### Definitions:

*Research Contract:* refers to an agreement to perform research or research-related activities for a sponsor under specified conditions in exchange for payment of direct and indirect costs. Normally, the idea for the project is generated by the sponsor, and they require that certain guidelines be followed with regards to the direction of the research and/or to the use or publication of research results. In addition, sponsors usually want to retain control of some or all of the Intellectual Property generated from a project. Sponsors of research may include private companies, federal government departments (e.g., Human Resources Development Canada) or federal funding agencies (e.g., Canada Foundation for Innovation), and provincial government ministries (e.g., Ministry of Training, Colleges and Universities), provincial funding agencies (e.g. Regional Innovation Centers such as MaRS) or industry partners, be they for profit or not-for profit.

*Research Grant:* a fund provided in aid of the independent research activities of a faculty or staff member. Normally, grant recipients are expected to use the funds as outlined in the grant proposal and to contribute the results from the research to the public domain without undue delay. The research methodology is usually developed by the Principal Applicant and co-

applicants, not under the direction or in collaboration with the granting agency. Grant agencies will not typically make any claim to Intellectual Property generated from projects they fund. Grant programs may be offered by federal or provincial agencies (e.g., Social Sciences and Humanities Research Council, Workplace Safety and Insurance Board), non-profit organizations, or foundations (e.g., Ford Foundation, Fulbright Foundation).

Sponsor: is the partner in the project and can be an individual, a for-profit company, a government agency, an academic institution, a private organization or a not-for profit organization. The sponsor takes responsibility for the initiation, management, and/or financing of the research project. The sponsor would not actually conduct the research unless he/she is a Humber staff member. Usually, the sponsor has defined the research project and requires some Humber resources (faculty expertise, students, space and/or equipment) in order to complete the project. The sponsor usually remains in control of the final results and any Intellectual Property arising from the project, in compliance with the Humber Intellectual Property policy and/or the research contract.

**Policy:**

1. Any Humber employee who wishes to apply for a research contract or grant will prepare a proposal for internal review and approval in order to identify: acceptable use of Humber services and resources, compliance with other relevant Humber policies (such as the Ethical Conduct for Research Involving Humans policy), the appropriateness of the requested funds and any liability associated with the proposed grant proposal.
2. Research contracts and grant proposals and applications will require (1) School/Department Approval, (2) Financial Services and Planning Approval of the Budget, (3) Research Office Approval and (4) Executive Approval as per the funding agency or sponsor guidelines, usually the President of the College. These approvals must be obtained i) prior to final submission of a grant application or research contract and ii) in the sequence listed above.
3. All research contracts and grants will be signed by a Humber authorized signing authority(ies) as required by the contract or grant.
4. The Dean of Research will be responsible for the administration of this policy and to monitor its effectiveness. The Dean will provide an annual report to the Humber Research Council and, as necessary, to the VP, Academic regarding the effectiveness of this policy to facilitate research grant applications. Reports to the VP, Academic may include recommended changes to the policy that are considered necessary.

**References:**

Humber Intellectual Property Policy

Ethical Conduct for Research Involving Humans

**Appendices:**

None

**Related Procedure:**

Research Grant and Fund Administration

Research Contracts and Fund Administration

<b>Procedure #</b>	AC204P1
<b>Related Policy Name &amp; #</b>	Research Contracts, Grants and Fund Administration AC204
<b>Approved by:</b>	Vice President Academic
<b>Approval Date:</b>	February 25, 2013
<b>Replaces Procedure Dated:</b>	Nov. 20, 2003, June 29, 2004
<b>Admin. Contact(s):</b>	Dean, Research
<b>Review Date:</b>	January 2018

## **Research Grant Applications and Fund Administration**

### **Purpose:**

This procedure specifies the terms and conditions by which research grants will be reviewed and approved and how associated funds will be administered at the Humber College Institute of Technology and Advanced Learning.

**This document is available in alternate format on request.**

### **Definitions:**

**Direct Cost:** a cost that is easily and accurately identified in research proposals or contracts. Examples of direct costs include, but are not limited to, wages and benefits of research personnel, materials, supplies, travel, equipment, and rental of space.<sup>i</sup>

**Indirect Cost:** a cost in a research project that cannot be easily identified and charged to a particular research project but which is incurred by the college and allows research projects to take place. Indirect costs can include such financial considerations as: depreciation of building and equipment, maintenance (including utilities, waste disposal, and security), insurance, financial administration (including purchasing and accounting), and libraries.<sup>ii</sup>

**Principal Applicant or Principal Investigator:** an individual who is responsible for preparing and submitting the grant. This will also be the individual responsible for the management of the project and budget in compliance with granting agency guidelines, and Humber policies.

**Co-applicant or Co-investigator:** is a member of the research team whose skills and/or education is essential to carrying out some part of the proposed project, for example data analyses. A Humber employee who will be involved should be included as a Co-applicant if they meet the definition of the granting agency. The co-applicant will be normally be involved in the development of some sections of the proposal, but not responsible for its completion or submission.

**Faculty Lead:** is a co-applicant whose participation is essential to the performance of the research activities supported by the contract or grant. The Faculty Lead will normally be a Humber employee with essential training and experience to develop the methodology and lead the research activities. There will typically be one or more Faculty Leads for institutional grants, where the Principal Applicant is required to be an administrative staff member. Refer also to section 2.2 below for more details on Faculty Lead responsibilities.

**Research Grant:** a fund provided in aid of the independent research activities of a faculty or staff member. Normally, grant recipients are expected to use the funds as outlined in the grant proposal and to contribute the results from the research to the public domain without undue delay. The research methodology is usually developed by the Principal Applicant and co-applicants, not under the direction or in collaboration with the granting agency. Grant agencies will not typically make any claim to Intellectual Property generated from projects they fund. Grant programs may be offered by federal or provincial agencies (e.g., Social Sciences and Humanities Research Council, Workplace Safety and Insurance Board), non-profit organizations, or foundations (e.g., Ford Foundation, Fulbright Foundation).<sup>iii</sup>

**Sponsor:** An individual, company, institution or organization which takes responsibility for the initiation, management, and/or financing of a research project.

## **Procedures:**

### **1. Research Grant Applications**

Although grants normally come with fewer obligations than research contracts, they often involve substantial use of institutional resources and sometimes require a financial contribution made by the host institution in order to qualify. Therefore, any Humber employee who wishes to apply for a research grant will prepare a proposal for internal review and approval as outlined in sections 1.2 and 1.3. This review will provide the opportunity to identify: acceptable use of Humber services and resources, compliance with other relevant Humber policies (such as the Ethical Conduct for Research Involving Humans policy), the appropriateness of the requested funds and any liability associated with the proposed grant proposal.

#### **1.1 Research Grant Applications**

- 1.1.1 Any Humber employee who intends to apply for funding from an external granting organization should contact the Humber Research Office as early as possible to ensure the proper administrative steps are followed.
- 1.1.2 Employees applying for a grant must provide evidence that their supervisor (Dean or Director) is aware of and supports the project before the application process is started.
- 1.1.3 Applications should be prepared in collaboration with the Research Office. Applications should conform to the requirements of the granting agency, and will usually include the following:
  - The name and contact information for the Principal Applicant;
  - Names and contact information of other individuals directly involved in the research (co-applicants);
  - A detailed description of what will be done, who will be involved, how data will be collected, and how results will be analyzed and disseminated (research proposal). The proposal will also include details on the expectations and time to be committed of all team members, including all co-applicants;
  - Project timelines, including expected start and end dates, and milestones;
  - A budget and detailed budget justification that describes the direct costs of the research project and how the costs will be covered by funds from



the research grant and what the Humber contribution is (see also 5.3 below);

- A list of College services and resources (including human resources) to be used for recovery of indirect costs of the project, if permitted by the granting agency. The indirect costs of research are to be calculated as 40% of the total direct costs of the project. Any indirect costs not recovered by the granting agency must be included as an in-kind contribution by the College to the project;
- Any restrictions affecting intellectual property resulting from the research;
- The signature of the Principal Applicant verifying that s/he accepts responsibility for the proposed research and other responsibilities, as stipulated in subsections 2.1, 2.2, 3.1, 3.2 and 3.3 of this policy, should the grant be awarded; and,
- Evidence that the co-applicants have read the grant application, have the qualifications required for their roles as described in the research proposal, and are ready and able to assume responsibility for their role. Faculty lead approval of the application will also serve to verify acceptance of conditions in 2.2 of this policy, see below.

## 1.2 Budget Development Process for Grants

Applicants will work directly with the Research Office to develop the research project budget. It is advised that applicants contact the Research Office as early as possible in the process to minimize the negative effects of delays.

The full cost of the project must be fully calculated, and should clearly differentiate between direct and indirect costs. All budgets must also clearly state who is covering the cost.

The operating budget should include i. Direct Costs, ii. Indirect Costs and iii. Proposed sources of funding,, which will include any or all of the following.:

- i. Direct Costs:
  - a. Salaries, stipends and/or honoraria for research project personnel;
  - b. Supplies required to conduct the research;
  - c. Equipment that must be purchased, if an allowable expense, and associated operating and/or maintenance costs;
  - d. Travel costs, either to conduct the research or for meetings/conferences;
  - e. Other knowledge dissemination;
  - f. Other costs as appropriate.
- ii. Indirect Costs:
  - a. Infrastructure resources to conduct the research including space, equipment and maintenance costs;
  - b. Salary for research support services employees in departments such as Finance, Research Ethics Board, the Research Office, administrative staff, other as appropriate for the project;
  - c. Building maintenance and operating expenses such as heat, lighting, property taxes;
  - d. Other as appropriate for the proposal.

- iii. Proposed Sources of Funding: The total budget should also include all sources of funding, potential or confirmed, including any and/or all of the following:
  - a. Amount requested from the granting agency
  - b. Cash contributions from the industry partner and/or sponsor. This would include supplies provided by the sponsor for the purposes of the project, new employees hired specifically for the project, and equipment that is purchased by the sponsor for the project, only if the equipment is to belong to Humber upon completion of the project
  - c. In-kind contributions from the sponsor. This includes salaries of existing staff who will donate some of their time to the project without additional compensation, and equipment or space that is being used for the project but which remains the property of the sponsor upon completion of the project
  - d. Cash contributions from Humber: Commitments of the college to hire new staff, equipment, supplies or other resources specifically for the project should be counted as cash
  - e. In-kind contributions from Humber: This would cover the salaries of current employees who are redirecting some of their time to the project. This should not include administrative staff from Finance or Human Resources as these salaries are covered under indirect costs
  - f. Cash and in-kind contributions from other sources: should be calculated and categorized according to the guidelines of Direct and Indirect costs, above

### 1.3 Approval Process for Submission of Grant Proposals

Research grant proposals will require approval in the sequence listed:

- (1) School/Department Approval,
- (2) Financial Approval of the Budget,
- (3) Research Office Approval; and
- (4) Appropriate Executive Approval

It is the responsibility of the Principal Applicant to allow adequate time for all of the following reviews and approvals to be completed. The Principal Applicant should contact the approvers well in advance of any deadlines to learn about plans for approvers to be out of office and to identify alternate approver(s), as necessary. Failure to provide adequate time to properly review may result in delays that jeopardize the timely submission of the application.

The following subsections provide details about each type of approval.

#### 1.3.1 School/Department Approval

Research grants require initial approval by the Dean of the school or department of the individual applying for the grant (the Principal Applicant), the Faculty Lead, as appropriate, and other co-applicants. This approval must be obtained informally before the start of the application process, see 1.1.2; formal approval is required for the final, completed application. Approval by the Dean does not represent final approval for submission of grant applications. The Dean's formal approval, provided by signature, will constitute:

- that the terms and conditions of the proposed research outlined in the grant application are suitable to the school or department;
- acceptance that the research is consistent with the school's or department's strategic objectives and will benefit students and faculty;
- assurance that the research will be accommodated within the constraints of the available College facilities and resources;
- assurance that the research will not conflict with the other responsibilities at the College of the applicant as either the Principal Applicant, Faculty Lead or co-applicant, as applicable;
- acceptance that the school or department will be financially responsible for covering revenue shortfalls resulting from overspending on grant accounts, including indirect costs (see 3.3 below) ; and
- Agreement that the Dean will immediately notify the Research Office of any change in the employment status of a Principal Applicant or Faculty Lead (see 3.4 of this policy, below).

If the proposal includes applicants from more than one department or school, approval must be obtained by the Deans of all applicants and co-applicants.

Any Grant proposal that obtains School/Department Approval should be forwarded to Financial Services and Planning for review and approval before it is forwarded to the Research Office.

#### 1.3.2 Financial Approval of the Budget

The budget must be reviewed and approved by the Director of Financial Services and Planning prior to approval of the Research Office. It is highly recommended that applicants work closely with the Research Office in the development of the budget and justification prior to submitting to Finance for approval.

Signature of the Director of Financial Services and Planning indicates that the budget conforms to Humber standards and that the indirect costs have been appropriately budgeted.

#### 1.3.3 Research Office Approval

The Research Office will review the research grant proposal to ensure that:

- (1) The project aligns with Humber's Applied Research Strategic Plan;
- (2) The project conforms to and addresses applicable institutional policies, including Research Ethics Board approval, see 3.2;
- (3) The proposal contains all appropriate, relevant and necessary elements and complete details are provided, including information about the roles and responsibilities of co-applicants;
- (4) The budget, budget justification and project timelines are appropriate for the scope of work proposed; and
- (5) All necessary approvals have been obtained.

Formal approval provided by the Dean, Research Office, by signature, will constitute that the preceding five criteria have been met in advance of executive approval.

#### 1.3.4 Executive Approval

The signature of an authorized official is required at Humber as final, institutional approval for all research grant applications. The signature of the President will be

required for final approval to submit grant applications. As appropriate, the President may delegate final approval to the VP, Academic or to the Vice President, Finance and Administrative Services. Furthermore, the President or designate will only review and consider research grant applications that have been approved as per 1.3 of this policy. In some cases, for small grants, Executive Approval may be delegated by the VPA to the Dean, Research. In these cases, the grant may be submitted after the Research Office has approved.

As authorized officials responsible to the College's Board of Governors, the President or designate will use his/her discretion regarding implications of the grant proposal on the College, particularly as it concerns institutional liability. Therefore, along with authority to approve research grant proposals, the President or designate may, at his/her sole discretion, seek counsel about, propose modifications to, or reject the research grant proposal, as deemed necessary.

## 2. Responsibilities

### 2.1 Principal Applicant Responsibilities

The Principal Applicant will be responsible for abiding by the terms and conditions outlined in the grant proposal. Specifically, the Principal Applicant assumes responsibility for:

- The performance and completion of the work in full compliance with the proposal approved by the granting agency;
- Ensuring all participants have the appropriate training and experience to perform the role and responsibilities as described in the proposal;
- Ensuring that everyone working on the research project is aware of and agrees to comply with all applicable terms and conditions of the granting agency and of the College, especially those relating to publication, intellectual property, and confidentiality;
- The management of the research fund account, once it is established, which includes authorizing expenditures in accordance with the budget;
- Working closely with the Faculty Lead, as applicable, to ensure the project is moving forward as per the timelines and within the approved budget; and,
- Ensuring that all relevant stakeholders including the Research Office, Deans of participating schools, and VPs who provided approval for the grant proposal, are informed as soon as possible of any circumstances which could prevent satisfactory completion of the research.

### 2.2 Faculty Lead Responsibilities

In all cases where a Faculty Lead is required, the Principal Applicant may delegate the following research operations, after the proposal has been approved and the grant has been secured:

- Ordering supplies and tracking project expenses of the research fund account; however, authorizing expenditures in accordance with the approved budget remains the responsibility of the Principal Applicant;
- Supervising study personnel, including research assistants and students, as they perform project-related duties;
- Preparing interim and final reports, though all documents submitted for internal and external review or approval must first be reviewed and approved by the

Principal Applicant; and,

- Ensuring that the Dean(s) associated with the project, the Research Office and, as appropriate, the President are informed as soon as possible of any circumstances which could prevent satisfactory completion of the project.

### 3. Research Grants and Fund Administration

Though 3.1, 3.2 and 3.3 may be delegated by the Principal Applicant to an administrative assistant or research assistant, all grant-related documents and activity remain the responsibility of the Principal Applicant.

#### 3.1 Record Keeping

The Principal Applicant is responsible for the following:

- Ensuring that a copy of the submitted proposal with all necessary signatures is provided to the Research Office;
- Providing a copy of the grant approval letter and final approved budget to the Research Office and Financial Services;
- Keeping copies of all project-related expenses and a record of all salary expenditures.
- Recording minutes for all project-related meetings.
- Other as required for Research Ethics Board approval or the granting agency.

#### 3.2 Administration and Management of Funds

After a grant proposal has been successfully funded, the Principal Applicant will be responsible for:

- (1) Submitting the Research Ethics Board approval letter to the Research Office for research involving human participants, as appropriate. This approval must be obtained prior to the release of funds;
- (2) Ensuring grant funds are utilized in compliance with the Granting agency guidelines and adhering to Humber Finance and Purchasing requirements;
- (3) Preparing reports and submitting to Finance for review and approval in advance of the Granting agency deadlines; and,
- (4) Authorizing expenditures in accordance with the budget approved by the Granting Agency.

Financial Services will be authorized to open an account for the research grant fund and will provide accounting services for the fund, according to generally accepted accounting principles. For institutional grants, funds will be managed by the Research Office. For grants awarded directly to a faculty Principal Applicant, funds may be managed as per the direction of the awardee's Dean.

Financial Services will also provide an audited financial statement of the grant fund accounts, as may be required for reporting obligations. It is the responsibility of the Principal Applicant to work closely with Finance and to request audited financial statements in advance of reporting deadlines.

### 3.3 Recovery and Allocation of Indirect Costs

Provisions for the recovery of indirect costs of performing research activities will be included in all Humber research grant proposals, where permitted by the granting agency. The total indirect costs will be calculated at 40% of the total direct costs of the project. This amount should be recovered to the greatest extent possible, where permitted by the funding agency. The President has the authority collectively to adjust this rate on a case-by-case basis, as may be deemed appropriate. The Principal Applicant is responsible for ensuring that the requested budget includes as much of the indirect costs as possible. The Dean of the Principal Applicant's Department is responsible to ensure that all direct and indirect costs that are not recovered by the grant will be covered by their Department.

The revenue received by Humber, as a recovery of indirect costs, will be distributed as follows:

- 50% to Humber's General Revenues;
- 50% to the development fund of the Principal Applicant's affiliation, department or school.

### 3.4 Change in the Status of Grant or Award Holders

The Dean of the Principal Applicant and/or Faculty Lead shall immediately notify the Dean of Research of any change in the employment status of a grant or award holder or essential co-investigator (Principal Applicant or Faculty Lead) so that the appropriate sponsoring agencies can be notified in a timely manner. The replacement of a Principal Applicant must be approved by the Dean of Research and the Granting Agency.

## 4. Policy Administration

The Dean of Research will be responsible for the administration of this policy and procedure and to monitor its effectiveness.

### References:

Humber Approval and Signing Authority Policy

Humber Intellectual Property Policy

Humber Ethical Conduct for Research Involving Humans

### Appendices:

None

### Related Procedure:

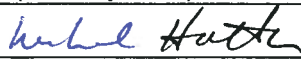
Research Contracts and Fund Administration (AC204P2)

Endnotes

<sup>i</sup> Adapted from University of Toronto's *Policy on Research Contracts and the Recovery of Indirect Costs of Research*.

<sup>ii</sup> Adapted from University of Toronto's *Policy on Research Contracts and the Recovery of Indirect Costs of Research*.

<sup>iii</sup> Adapted from University of Ottawa's policy on *Grants and Contracts Administered by the University*.

<b>Policy #</b>	(formerly 0156) AC202
<b>Approved by:</b>	
<b>Name:</b>	Michael Hatton
<b>Title:</b>	Vice President Academic
<b>Approval Date:</b>	September 24, 2012
<b>Policy Holder:</b>	Vice President Academic
<b>Administrative Contact:</b>	Dean, Research
<b>Replaces Policy Dated:</b>	November 25, 2004
<b>Review Date:</b>	September 2017

## Research Involving Biohazardous and Radioactive Materials

### Purpose/Rationale:

To date, Humber College Institute of Technology & Advanced Learning (hereafter referred to as “Humber” or “the College”) employees have not engaged in research that involves biohazardous and/or radioactive materials. In addition, there are no plans to engage in research involving these materials in the foreseeable future. However, should this situation change, the College will commit itself to protecting employees, students, the community and the environment from potential hazards that may arise in the handling and management of biohazardous and/or radioactive materials. This policy has been developed to comply with eligibility requirements of federal funding agencies (Natural Sciences and Engineering Research Council of Canada (NSERC), Canadian Institutes of Health Research (CIHR), Social Sciences and Humanities Research Council (SSHRC)) concerning research involving biohazardous and radioactive materials. This policy outlines the College’s official position on research involving biohazardous and/or radioactive materials.

**This document is available in alternate format on request.**

### Scope:

The policy applies to all College research and teaching activities.

### Definitions:

*Biohazards:* infectious agents or biological materials that present a direct or indirect risk or potential risk to the health of humans, animals or the environment

*Radioactive materials:* materials that emit ionizing radiation in the form of alpha or beta particle or gamma rays and may present a risk to humans, animals or the environment

### Policy:

1. Although Humber College employees have never engaged in college-sanctioned research involving biohazardous and/or radioactive materials, the College subscribes in principle to responsible handling and management of these materials to ensure the protection of humans, animals and the environment.



2. Should the decision be made at a future date to engage in research involving biohazardous or radioactive materials, Humber College employees and students will implement care and management practices consistent with all legislative and regulatory requirements, including Health Canada's *Laboratory Biosafety Guidelines* and the Canadian Nuclear Safety Commission's regulations, the *Hazardous Products Act*, the *Hazardous Materials Information Review Act*, and Workplace Hazardous Materials Information Standards. In addition, individuals responsible for supervising or working in areas where such research is conducted will be expected to adhere to appropriate *Occupational Health and Safety Act* requirements, policies and procedures.

**References:**

[Laboratory Biosafety Guidelines, 3<sup>rd</sup> Edition 2004](#)

[Hazardous Products Act, 1985](#)


[Hazardous Materials Information Review Act, 1985](#)

[Workplace Hazardous Materials Information Standards](#)

[Occupational Health and Safety Act of Ontario, 1990](#)

Acknowledgements: This policy has been adopted from Mohawk College with their permission, and adapted for Humber College. Humber gratefully acknowledges the contribution of Mohawk College in this regard.

**Appendices:****Related Procedure:**

<b>Policy #</b>	(formerly #0202-3) AC108
<b>Approved by:</b>	
<b>Name:</b>	M. Hatton
<b>Title:</b>	Vice President Academic
<b>Approval Date:</b>	January 4, 2013
<b>Policy Holder:</b>	Vice President Academic
<b>Administrative Contact:</b>	Associate Dean Academic Operations
<b>Replaces Policy Dated:</b>	February 11, 2002
<b>Review Date:</b>	December 2017

## Student Feedback Questionnaire

### Purpose/Rationale:

The Humber College Institute of Technology & Advanced Learning (hereafter referred to as "Humber" or "the College") is committed to measuring students' perceptions of their learning experience. The Student Feedback Questionnaire (hereafter referred to as "the SFQ") is an instrument used on a regular basis to collect such data.

**This document is available in alternate format on request.**

### Scope:

The SFQ is normally administered to each course section of all programs in every semester.

### Definitions:

None

### Policy:

1. The SFQ is normally administered in all course programs, offered during the Fall, Winter and Spring/Summer semesters. For Continuing Education, normally, credit courses of 24 hours of instruction or more will be included. Other courses may be added at the discretion of the Academic Administrators.
2. Under the direction of the Vice President Academic, SFQ data will be compiled and the information returned to the Vice President Academic, the Dean and each professor.
3. Each year the Vice President Academic and the Dean of each school will review faculty whose performance falls short of college expectations, discuss development plans, and consider other interventions. Exemplary faculty performance will also be identified.
4. SFQ data will be used in the program review process as part of the assessment of student satisfaction.

**Appendix:**

Student Feedback Questionnaire

**Related Procedure:**

None

**ONTARIO COLLEGES OF APPLIED ARTS  
AND TECHNOLOGY**

**ACADEMIC EMPLOYEES  
COLLECTIVE AGREEMENT**

BETWEEN:  
COLLEGE EMPLOYER COUNCIL (the Council)  
FOR THE COLLEGES OF APPLIED ARTS AND TECHNOLOGY

AND:  
ONTARIO PUBLIC SERVICE EMPLOYEES UNION  
(FOR ACADEMIC EMPLOYEES)

**EFFECTIVE FROM: OCTOBER 1, 2017  
TO: SEPTEMBER 30, 2021**



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## **Article 1 RECOGNITION**

**1.01** The Union is recognized as the exclusive collective bargaining agency for all academic employees of the Colleges engaged as teachers, counsellors and librarians, all as more particularly set out in Article 14, Salaries, except for those listed below:

- (i) Chairs, Department Heads and Directors,
- (ii) persons above the rank of Chair, Department Head or Director,
- (iii) persons covered by the Memorandum of Agreement with the Ontario Public Service Employees Union in the support staff bargaining unit,
- (iv) other persons excluded by the legislation, and
- (v) teachers, counsellors and librarians employed on a part-time or sessional basis.

**NOTE A:** Part-time in this context shall include persons who teach six hours per week or less.

**NOTE B:** Sessional in this context shall mean an appointment of not more than 12 months duration in any 24 month period.

## **Article 2 STAFFING**

**2.01** The Colleges shall not reclassify professors as instructors except through the application of Article 27, Job Security.

**2.02** The College will give preference to the designation of full-time positions as regular rather than partial-load teaching positions, as defined in Article 26, Partial-Load Employees, subject to such operational requirements as the quality of the programs, their economic viability, attainment of the program objectives, the need for special qualifications and the market acceptability of the programs to employers, students, and the community.

**2.03 A** The College will give preference to the designation of full-time positions as regular continuing teaching positions rather than sessional teaching positions including, in particular, positions arising as a result of new post-secondary programs subject to such operational requirements as the quality of the programs, their economic viability, enrolment patterns and expectations, attainment of program objectives, the need for special qualifications and the market acceptability of the programs to employers, students, and the community. The College will not abuse sessional appointments by failing to fill ongoing positions as soon as possible subject to such operational requirements as the quality of the programs, their economic viability, attainment of program objectives, the need for special qualifications, and enrolment patterns and expectations.

- 2.03 B** The College will not abuse the usage of sessional appointments by combining sessional with partial-load service and thereby maintaining an employment relationship with the College in order to circumvent the completion of the minimum 12 months sessional employment in a 24 month period.
- 2.03 C** If the College continues a full-time position beyond one full academic year of staffing the position with sessional appointments, the College shall designate the position as a regular full-time bargaining unit position and shall fill the position with a member of the bargaining unit as soon as a person capable of performing the work is available for hiring on this basis.
- 2.03 D** Grievances alleging a violation of Article 2.02 and Article 2.03 A cannot rely on staffing which occurred from September 1, 2014 to December 20, 2017 to assist in establishing a breach of either of those Articles.

### **Article 3 RELATIONSHIP**

- 3.01** On or prior to commencement of employment, each new employee shall be provided with a copy of this Collective Agreement (also referred to as Agreement), and the names and addresses of the Union Local Executive if supplied to the College by the Union Local. Additionally, partial-load employees will be provided a copy of the Collective Agreement on the first occasion they are employed following the negotiation of a new Collective Agreement or if re-employment occurs more than one year after the end of the previous partial-load contract.
- 3.02** The Colleges and the Union agree that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practiced by either of them or their representatives or members because of an employee's membership or non-membership in the Union or because of an employee's activity or lack of activity in the Union or because of an employee's filing or not filing a grievance including participation in the workload complaint system.
- 3.03** The Union further agrees that there will be no solicitation for membership, collection of dues, Union Executive or membership meetings or other Union activities on the College premises, except as specifically set out in this Agreement or by written permission of the College concerned, but such permission shall not be unreasonably withheld.

In January and in September, the Union Local may request and the College shall provide the current address and phone number on file for full-time and partial-load employees.



## Article 4

### NO DISCRIMINATION/BULLYING/PSYCHOLOGICAL HARASSMENT

**4.01 A** The parties agree that, in accordance with the provisions of the *Ontario Human Rights Code*, there shall be no discrimination or harassment against any employee by the Union or the Colleges, by reason of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability.

**4.01 B** It is understood that nothing contained in 4.01 A limits the right of an employee to grieve in accordance with the procedure as set forth in Article 32, Grievance and Arbitration Procedures.

Where an employee has a complaint about workload based upon the provisions in the *Ontario Human Rights Code*, the employee shall have a right to pursue the complaint in accordance with the procedures set out in Article 11.02.

**4.01 C** The parties agree that the implementation of a special program under Section 14 of the *Human Rights Code, R.S.O., 1990*, as amended, shall be deemed not to contravene 4.01 A.

**4.02 A 1** All employees covered by this Agreement have a right to freedom from harassment in the workplace because of sex by his or her employer or agent of the employer or by another employee. Harassment means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

**4.02 A 2** It is agreed that the responsibility of the College under clause 4.02 A 1 with respect to the conduct of an agent of the employer or of another employee shall be limited to the taking of all reasonable means to ensure that the conduct complained of does not occur.

**4.02 A 3** Every employee covered by this Agreement has a right to be free from:

- (i) a sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the employee where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome; or
- (ii) a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the employee.

**4.02 A 4** The College shall make reasonable provisions to ensure that employees are free from bullying/psychological harassment as defined within this article.

The College and the Local Union shall cooperate to the fullest extent possible to ensure the work environment is free from bullying/psychological harassment.

**4.02 A 5** Bullying/psychological harassment refers to any vexatious behaviour that is known, or ought reasonably to be known, to be unwelcome and that:

- (a) Adversely affects an employee's dignity, or psychological or physical integrity, and/or
- (b) Takes the form of repeated conduct which could reasonably be regarded as intending to intimidate, offend, degrade or humiliate, and/or
- (c) Results in a harmful work environment.

Examples of bullying/psychological harassment include, but are not limited to, the following:

- berating/belittling an employee or an individual;
- making repeated unwarranted criticism;
- undermining or deliberately impeding a person's work;
- spreading malicious rumours or gossip;
- making physical gestures intended to intimidate, offend, degrade or humiliate an employee or an individual;
- making comments that are threatening, derisory or defamatory.

**4.02 A 6** Actions which may be deemed to be bullying/psychological harassment could be carried out by a manager and/or a supervisor, students, employees, individuals or groups.

**4.02 A 7** Reasonable action by a College, a manager and/or a supervisor, by the Union or its representatives, by students, by employees, individuals or by groups is not bullying/psychological harassment.

Examples of this include, but are not limited to, the following:

- the transfer, demotion, discipline, counsel or dismissal of an employee in a reasonable manner;
- a decision, based on reasonable grounds and facts, not to promote or grant another benefit in connection with an employee's employment or performance;
- the legitimate right and responsibility of managers to conduct ongoing evaluation of employee performance at work, which may include reasonable criticism of performance and/or may result in reasonable changes to a person's assignment as a result of an evaluation;
- the legitimate right of Union members and officials to reasonably conduct grievance investigations, file grievances, conduct inspections, lawfully picket and, without limiting the aforementioned, generally conduct Union business in a reasonable manner;
- the legitimate right and responsibility of employees to correct inappropriate student behaviour and maintain order in the work environment in a reasonable manner;
- respectfully expressing disagreement or reasonably stating a contrary point of view;

- the legitimate exercise of freedom of thought and inquiry, and expression.

**4.02 A 8** Bullying/psychological harassment will be treated as a disciplinary offence that could lead to dismissal.

Frivolous allegations of bullying/psychological harassment will be treated as a disciplinary offence that could lead to dismissal.

**4.02 A 9** The time limits set out in Article 32, Grievance and Arbitration Procedures, and in Article 33, Expedited Arbitration Process, do not apply to complaints under this Article, provided that the complaint is made within a reasonable time of the conduct complained of, having regard to all the circumstances.

**4.02 A 10** Where, at any time either before the making of a complaint or the filing of a grievance under Article 32, Grievance and Arbitration Procedures, the College establishes an investigation of the complaint, or the employee agrees to the establishment of such an investigation, pursuant to any human resources policy or other procedure of the College, the time limits for the processing of the complaint or grievance under Article 32, Grievance and Arbitration Procedures, or Article 33, Expedited Arbitration Process, shall be suspended until the employee is given notice in writing of the results of the investigation.

**4.02 A 11** Where a complaint under this Article is made against an employee's supervisor, or any person with supervisory responsibilities at a higher level over the employee, any oral complaint or written grievance which is expressed in Article 32, Grievance and Arbitration Procedures to be presented to the supervisor may be presented directly to the College President, or the President's designee, or any person appointed by the College President specifically to deal with complaints or grievances under this provision.

**4.02 A 12** Where it appears to an arbitrator/arbitration board that an employee who is a grievor under this Article has made a complaint under the *Ontario Human Rights Code* relating to the conduct which is the subject of the grievance, the arbitrator/arbitration board may, as it sees fit, adjourn the grievance, stay the grievance, or dismiss the grievance.

**4.02 A 13** An employee who makes a complaint under this Article may be accompanied and represented by a Union Steward at the time of the discussion of the complaint, at each stage of the grievance procedure, and in the course of any investigation established by the College under any human resources policy.

## **Article 5 NO STRIKE AND NO LOCK-OUT**

**5.01** The Union agrees there shall be no strike and the Council agrees there shall be no lock-out, "strike" and "lock-out" being as defined in the *Colleges Collective Bargaining Act, 2008*, as amended.

**Article 6  
MANAGEMENT FUNCTIONS**

**6.01** It is the exclusive function of the Colleges to:

- (i) maintain order, discipline and efficiency;
- (ii) hire, discharge, transfer, classify, assign, appoint, promote, demote, lay off, recall and suspend or otherwise discipline employees subject to the right to lodge a grievance in the manner and to the extent provided in this Agreement;
- (iii) manage the College and, without restricting the generality of the foregoing, the right to plan, direct and control operations, facilities, programs, courses, systems and procedures, direct its personnel, determine complement, organization, methods and the number, location and classification of personnel required from time to time, the number and location of campuses and facilities, services to be performed, the scheduling of assignments and work, the extension, limitation, curtailment, or cessation of operations and all other rights and responsibilities not specifically modified elsewhere in this Agreement.

**6.02** The Colleges agree that these functions will be exercised in a manner consistent with the provisions of this Agreement.

**Article 7  
UNION/COLLEGE COMMITTEE (LOCAL)**

**7.01** The Union Local may appoint a Committee at each College composed of up to three members from among employees who have completed the probationary period. Where a College has another Campus more than 32 km away from the College's main establishment, with at least 20 employees covered by this Agreement employed thereat, the Union Local may appoint a Campus Committee of up to three members, two of whom shall be from employees on that Campus who have completed the probationary period.

**7.02** A Committee of three members appointed by the College or Campus officials will meet with the Union College or Campus Committee at a mutually agreed time and place provided that either party requests and gives at least seven days prior notice accompanied by an agenda of matters proposed to be discussed. It is agreed that matters to be the subject of discussion at meetings include:

- (i) the local application of this Agreement;
- (ii) clarification of procedures or conditions causing misunderstanding or grievances;
- (iii) an internal complaint process to facilitate the resolution of employee complaints that do not fall within the provisions of 11.01, 11.02, Article 32,

Grievance and Arbitration Procedures, or Article 33, Expedited Arbitration Process;

- (iv) other matters which are mutually agreed upon;
- (v) if requested by the Union Local, the rationale for a sessional appointment by the College shall be the subject of discussion; and
- (vi) if requested by the Union Local, the College shall explain its rationale for its application of Article 2, Staffing, or 27.05 (iii). In particular, it will consider any representations which the Union Local may make with respect to the assigning of work on a full-time or a sessional, partial-load or part-time basis, and with respect to the feasibility of assigning work on a full-time basis rather than on a sessional, partial-load or part-time basis.

It is understood that the College will continue to make reasonable provision for the environmental conditions of air, light, space and temperature of employees' work areas in the College. A complaint of an employee concerning the environmental conditions mentioned above shall be discussed at a meeting under this Article and not under the provisions of Article 32, Grievance and Arbitration Procedures, or Article 33, Expedited Arbitration Process.

**7.03** Where it is considered mutually desirable that the Union Local and the College set out in writing the resolution of a matter as to the local application of this Agreement or clarification of procedures or conditions causing misunderstanding or grievances as referred to in 7.02 (i) or (ii), such resolution may be signed by the parties and apply for the specific terms agreed upon but, in any event, shall not continue beyond the term of this Agreement as currently in effect.

**7.04** It is agreed that meetings under this Article shall not concern or entertain matters that are properly the subject of meetings as provided in 36.02.

## **Article 8 UNION BUSINESS**

**8.01** It is agreed that up to a maximum of five persons per College be released from duty for sufficient time to engage in Arbitration Board Hearings or Provincial Union Committee Meetings for members thereof or Union conventions for elected delegates and alternates thereto (which may include seminars or conferences which will be considered by the College concerned on their individual merit(s)), provided such release, which shall not be unreasonably withheld, does not in the opinion of the College President interfere with the efficient operation of the College.

**8.02** The regular salary, pension contributions, sick leave entitlements, group insurance benefits, and other fringe benefits of employees released from duty under 8.01 shall continue to be paid by the College. The Union shall reimburse the College for the regular salary portion, or in the case of attendance of Union appointees, at meetings with management appointees of the Joint Educational Qualifications Subcommittee, Joint Insurance Committee, CAAT Pension Plan Committees,

Employee/Employer Relations Committee, Joint Grievance Scheduling Committee or such other Joint Union Management Committees as the Union and Council may subsequently agree in writing will be similarly treated for 50% of the regular salary portion.

**8.03 A** The Colleges agree to provide paid leaves of absence for the seven employees who are the members of the Union's negotiating team. These leaves shall extend from the beginning of bargaining for a new contract until such date as it is completed, not just for the specific times at which direct negotiations are being conducted.

**8.03 B** The regular salary, pension contributions, sick leave entitlements, group insurance benefits, and other fringe benefits of employees released from duty under 8.03 A shall continue to be paid by the College. Such leave shall be with full accumulation of seniority. Employees on leave under this Article shall enjoy all rights provided by the Agreement and shall be deemed to have completed satisfactorily the total duties they could otherwise have been assigned.

**8.04 A** The parties agree as to the desirability of a mutually acceptable basis for reduced teaching or work assignment of a full-time employee who has completed the probationary period for the purpose of assisting employees and the Union Local in the administration of this Agreement and the business directly pertinent thereto. The parties also agree that it is desirable that such basis be mutually resolved at the College level by the College and Union Local Committees in order to take into account variations of:

- (i) the philosophical desirability of any teaching or work assignment reduction having regard to the Local structure of its officers and their function;
- (ii) the distribution of employees at the various campuses concerned and the distances involved together with the other physical characteristics and organization of the College concerned.

**8.04 B** In recognition that resolution locally as referred to in 8.04 A may not be possible for a variety of reasons, the parties agree to the following basis for reduction in teaching or work assignments to facilitate assistance to employees and the Union Local in the administration of this Agreement and the business directly pertinent thereto:

- (i) In each College, there shall be a reduction of up to 30 teaching contact hours per week (as selected by the Union Local) that would otherwise have been assigned. For these hours the Union Local shall reimburse the College for 25% of the base salary portion of the first 15 hours. The Union Local shall reimburse the College for 50% of the base salary portion of the next 15 hours. In the case of a Librarian or Counsellor, three hours of work or assignment shall be deemed equivalent to one teaching contact hour for the purpose of this Article only. For the purposes of workload calculation, each teaching contact hour shall be credited as 2.17 workload hours to be recorded on the Standard Workload Form (SWF).

- (ii) In each College there shall be a further reduction of up to 35 teaching contact hours per week (as selected by the Union Local) that would otherwise have been assigned. For these hours the Union Local shall reimburse the College for 100% of the base salary portion. In the case of a Librarian or Counsellor, three hours of work or assignment shall be deemed equivalent to one teaching contact hour for the purpose of this Article only. For the purposes of workload calculation, each teaching contact hour shall be credited as 2.17 workload hours to be recorded on the SWF.

**8.05 A** The Union Local President shall advise the College President by June 1 of each year of the employee(s) to have a reduced teaching or work assignment pursuant to the provisions of 8.04 and the College shall arrange the reductions effective for the academic year commencing September 1 subject to the availability of a suitable replacement or substitute for the employee(s) concerned and the efficient operation of the College.

**8.05 B** The regular salary, pension contributions, sick leave entitlements, group insurance benefits, and other fringe benefits of employees with a reduced teaching or work assignment pursuant to 8.04 shall continue to be paid by the College and the Union shall reimburse the College as provided for in 8.04.

**8.05 C** It is agreed that such employee(s) when active in Union business shall not hinder or interfere with College assignments and the regular performance of employees' duties and responsibilities and shall cooperate with College officials in this objective.

**8.06** Upon application in writing by the Union to the Human Resources Committee through the College concerned, a leave of absence shall be granted to two employees elected to a full-time position with the Union, subject to the availability of a suitable replacement or substitute for the person concerned. Such leave of absence shall be for one term of office of two years unless extended for a specific period on agreement of the parties. Such leave of absence shall be without salary, pensions, sick leave, insurance and other fringe benefits but shall, notwithstanding 27.03 C, be with full accumulation of seniority.

## **Article 9 EMPLOYEE/EMPLOYER RELATIONS COMMITTEE**

### **Purpose**

**9.01** The parties agree to establish an Employee/Employer Relations Committee (E.E.R.C.) in order to:

- (i) Facilitate communications between Management and the Union at the Provincial level in an unconstrained, yet official manner during the life of the Agreement;
- (ii) Preclude and resolve common problems during the life of the Agreement;

- (iii) Permit both parties to enter negotiations with much of the groundwork completed.

## **Membership**

- 9.02 A** The Committee will be composed of equal representation not to exceed a total of ten members, five appointed by each party.
- 9.02 B** Each party shall designate a Co-Chair and they will be responsible for the coordination of the Committee meetings.
- 9.02 C** The Committee shall determine its own internal procedure.
- 9.02 D** Union members of the Committee may be released from duty without loss of regular salary for the purpose of attending meetings. Such leave of absence shall not be unreasonably withheld, recognizing the need for efficiency of operations of the College. Union members who are not on duty will attend meetings on their own time. Travelling expenses and other expenses incurred by the Union members of the Committee will be borne by the Union.

## **Meetings**

- 9.03 A** The frequency of meetings shall be as established by the Committee.
- 9.03 B** The Committee will primarily concern itself with matters that have Province-wide application and other items as mutually agreed upon that do not constitute altering or changing the Agreement.
- 9.03 C** The Committee will consider matters of a local College concern. Either party will inform the other party if an item is to be referred to the E.E.R.C. prior to its being discussed by the E.E.R.C.
- 9.03 D** The Committee will discuss College practices on utilization of sessional employees and all matters regarding the use of sessional employees referred to it.
- 9.03 E** The Committee will not address items that are the subject of a grievance unless both parties to the grievance so agree.
- 9.03 F** It is recognized that the Committee is not intended as a decision-making body. However, the Committee may make recommendations as appropriate.
- 9.03 G** The Committee will examine issues relating to employment equity and means of enhancing it, including an examination of the recognition of part-time service under the College's Classification Plans.
- 9.03 H** The Committee will examine the adequacy of information supplied to the Union Local, including information supplied under 27.02 F, 27.04 and 27.12.



**Article 10  
UNION DEDUCTION**

- 10.01** There shall be an automatic deduction of an amount equivalent to the regular monthly membership dues from the salaries of all employees.
- 10.02** Regular monthly membership dues shall be in the amount established in accordance with the Union's Constitution and By-laws and may include an amount for the Union Local which has also been established in accordance with such Constitution and By-laws. The Union shall advise the College in writing of the amount (including the Union Local portion) to be deducted.
- 10.03** The amount so deducted shall be remitted to the Union Head Office and the Local Treasurer in the appropriate amounts in accordance with and subject to the conditions set out in Section 13 of the *Colleges Collective Bargaining Act, 2008*, as amended. The cheques shall be accompanied by a list of the names and locations of employees from whom the deductions have been made and forwarded not later than the 15th day of the month following the month in which such deductions have been made.
- 10.04** The Union agrees to indemnify and keep the College harmless from any claim by an employee arising out of the deduction arrangements set out in this Article.
- 10.05** By January 31 of each year the Union shall be provided with information regarding the number of persons in each classification by salary step and by College.

**Article 11  
WORKLOAD**

- 11.01 A** Each teacher shall have a workload that adheres to the provisions of this Article.
- 11.01 B 1** Total workload assigned and attributed by the College to a teacher shall not exceed 44 hours in any week for up to 36 weeks in which there are teaching contact hours for teachers in post-secondary programs and for up to 38 weeks in which there are teaching contact hours in the case of teachers not in post-secondary programs.

The balance of the academic year shall be reserved for complementary functions and professional development.

Workload factors to be considered are:

- (i) teaching contact hours
- (ii) attributed hours for preparation
- (iii) attributed hours for evaluation and feedback
- (iv) attributed hours for complementary functions

**11.01 B 2** A "teaching contact hour" is a College scheduled teaching hour assigned to the teacher by the College. Regardless of the delivery mode, courses shall be deemed to have the same number of teaching contact hours as they would if taught entirely in the classroom or laboratory.

**11.01 C** Each teaching contact hour shall be assigned as a 50 minute block plus a break of up to ten minutes.

The voluntary extension of the teaching contact hour beyond 50 minutes by the teacher and any student(s) by not taking breaks or by re-arranging breaks or by the teacher staying after the period to consult with any student(s) shall not constitute an additional teaching contact hour.

**11.01 D 1** Weekly hours for preparation shall be attributed to the teacher in accordance with the following formula:

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TYPE OF COURSE	RATIO OF ASSIGNED TEACHING CONTACT HOURS TO ATTRIBUTED HOURS FOR PREPARATION
New	1 : 1.10
Established A	1 : 0.85
Established B	1 : 0.60
Repeat A	1 : 0.45
Repeat B	1 : 0.35
Special A	as indicated below
Special B	as indicated below

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**11.01 D 2** No more than four different course preparations shall be assigned to a teacher in a given week except by voluntary agreement which shall not be unreasonably withheld.

**11.01 D 3** For purposes of the formula:

- (i) "New" refers to the first section of a course which the teacher is
  - teaching for the first time. (This definition does not apply to a new full-time teacher who has previously taught the course as a Partial-Load, Sessional or Part-time employee, nor to courses designated as "Special" as defined below); or
  - teaching for the first time since a major revision of the course or curriculum has been approved by the College.
- (ii) "Established A" refers to the first section of a course which the teacher has previously taught but not within the previous three academic years.

- (iii) "Established B" refers to the first section of a course which the teacher has taught within the previous three academic years.
- (iv) Where a non-language course is to be taught in more than one language the first section taught in a second language shall be regarded as "New" or "Established".
- (v) "Repeat A" refers to another section which the teacher is teaching concurrently with the same course for which hours of preparation have been attributed under "New" or "Established", but to students in a different program or year of study.
- (vi) "Repeat B" refers to another section which the teacher is teaching concurrently with the same course for which hours of preparation have been attributed under "New" or "Established" or "Repeat A" to students in the same program and year of study.
- (vii) "Special A" refers to sections of courses in which students may enter on a continuous intake basis or courses which have been organized into individualized self-learning packages.

The first section of a "Special A" course which the teacher has not taught before or which the teacher has not taught within the previous three academic years attracts the numerical value in "Established A" (1:0.85).

The first section of a "Special A" course which the teacher has taught within the previous three academic years attracts the numerical value in "Established B" (1:0.60).

Repeat sections of a "Special A" course attract the numerical value in "Repeat A" (1:0.45).

- (viii) "Special B" refers to preparation for sections of a course in which the objectives describe the students' application of knowledge in actual work settings.

The first section of a "Special B" course which the teacher has not taught before or which the teacher has not taught within the previous three academic years attracts the numerical value in "Established A" (1:0.85).

The first section of a "Special B" course which the teacher has taught within the previous three academic years attracts the numerical value in "Established B" (1:0.60).

Repeat sections of a "Special B" course attract the numerical value in "Repeat B" (1:0.35).

Additional time necessary to arrange and prepare for student placement in such learning situations shall be attributed on an hour for hour basis and recorded on the Standard Workload Form (SWF), as referred to in 11.02.

- (ix) Hours for curriculum review or course development assigned to a teacher on an ongoing basis, in lieu of teaching or in a non-teaching period, shall be attributed on an hour for hour basis and recorded on the SWF.

**11.01 E 1** Weekly hours for evaluation and feedback in a course shall be attributed to a teacher in accordance with the following formula:

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RATIO OF ASSIGNED TEACHING CONTACT HOURS  
TO ATTRIBUTED HOURS FOR EVALUATION AND FEEDBACK

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Essay or project	Routine or Assisted	In-Process
1:0.030 per student	1:0.015 per student	1:0.0092 per student

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**11.01 E 2** For purposes of the formula:

- (i) "Essay or project evaluation and feedback" is grading:
  - essays
  - essay type assignments or tests
  - projects; or
  - student performance based on behavioral assessments compiled by the teacher outside teaching contact hours.
- (ii) "Routine or assisted evaluation and feedback" is grading by the teacher outside teaching contact hours of short answer tests or other evaluative tools where mechanical marking assistance or marking assistants are provided.
- (iii) "In-process evaluation and feedback" is evaluation performed within the teaching contact hour.
- (iv) Where a course requires more than one type of evaluation and feedback, the teacher and the supervisor shall agree upon a proportionate attribution of hours. If such agreement cannot be reached the College shall apply evaluation factors in the same proportion as the weight attached to each type of evaluation in the final grade for the course.

**11.01 E 3** Before the method(s) of evaluation and feedback are established for a course, the supervisor will consult with the affected teachers, as a group. Normally, the group will consist of the teachers working within the affected program. The group may consist of teachers teaching a course that is being taught across programs.

If only one teacher is assigned to a program, that teacher shall be deemed to be "the group" for purposes of this Article.

- 11.01 E 4** The number of students in a course or section shall be determined initially by the College's planning estimates and recorded on the SWF as provided for in 11.02.

The number of students in a course or section shall be reviewed after the enrolment audit dates and not later than the completion of the course or section or, at the request of the teacher, following the last day for withdrawal of registration by the student(s), and revised where appropriate.

The number of students in a continuous intake program, course or section shall be reviewed every three months at the request of either the College or the teacher and determined as the weighted average of the number of students formally registered over the duration of the program, course or section. The weighted average shall be calculated by summing the number of formally registered students in each week of the program, course or section and then dividing the sum by the number of weeks in the duration of the program, course or section.

- 11.01 F 1** Complementary functions appropriate to the professional role of the teacher may be assigned to a teacher by the College. Hours for such functions shall be attributed on an hour for hour basis.

An allowance of a minimum of six hours of the 44 hour maximum weekly total workload shall be attributed as follows:

four hours for routine out-of-class assistance to individual students  
two hours for normal administrative tasks.

The teacher shall inform his/her students of availability for out-of-class assistance in keeping with the academic needs of students.

- 11.01 F 2** The attribution of four hours of out-of-class assistance for students may not be sufficient where a teacher has unusually high numbers of students in his/her total course load. When a teacher who has more than 260 students in his/her total course load considers that he/she will not have sufficient time to provide appropriate levels of out-of-class assistance, the teacher will discuss the issue with his/her supervisor. Possible means of alleviating the concern should be considered such as additional types of assistance being provided or additional hours being attributed. Failing agreement on how to best manage the situation the teacher shall be attributed an additional 0.015 hour for every student in excess of 260.

- 11.01 G 1** Where preparation, evaluation, feedback to students and complementary functions can be appropriately performed outside the College, scheduling shall be at the discretion of the teacher, subject to the requirement to meet appropriate deadlines established by the College.

- 11.01 G 2** Where there are atypical circumstances affecting the workload of a teacher or group of teachers which are not adequately reflected in this Article 11, Workload,

additional hours shall be attributed, following discussion between each teacher individually and the supervisor, on an hour for hour basis.

- 11.01 H 1** The College shall allow each teacher at least ten working days of professional development in each academic year.
- 11.01 H 2** Unless otherwise agreed between the teacher and the supervisor, the allowance of ten days shall include one period of at least five consecutive working days for professional development.
- 11.01 H 3** The arrangements for such professional development shall be made following discussion between the supervisor and the teacher subject to agreement between the supervisor and the teacher, and such agreement shall not be unreasonably withheld.
- 11.01 H 4** The employee may be reimbursed for costs associated with such professional development, as approved by his/her supervisor or other body established by the College to deal with allocating resources made available for this purpose.
- 11.01 I** Teaching contact hours for a teacher in post-secondary programs shall not exceed 18 in any week. Teaching contact hours for a teacher not in post-secondary programs shall not exceed 20 in any week.
- 11.01 J 1** Notwithstanding the above, overtime worked by a teacher shall not exceed one teaching contact hour in any one week or three total workload hours in any one week and shall be voluntary.
- 11.01 J 2** Such teaching contact hour agreed to in excess of the respective weekly teaching contact hour maximum shall be compensated at the rate of 0.1% of annual regular salary. Such workload hours agreed to in excess of the 44 hour weekly workload maximum shall be compensated at the rate of 0.1% of annual regular salary. Such overtime payments shall be for the greater amount but shall not be pyramided.
- 11.01 J 3** All such voluntary overtime agreements, which shall not be unreasonably withheld, shall be set out in writing on the SWF for that period by the College and filed with the teacher and the Union Local within ten days.
- 11.01 J 4** Probationary teachers shall not be assigned teaching contact hours or total workload hours in excess of the maxima under any circumstances.
- 11.01 K 1** Contact days (being days in which one or more teaching contact hours are assigned) shall not exceed 180 contact days per academic year for a teacher in post-secondary programs or 190 contact days per academic year for a teacher not in post-secondary programs.
- 11.01 K 2** Weekly contact hours assigned to a teacher by the College may be scheduled into fewer than five contact days and such compressed schedule shall be deemed to be five contact days.

**11.01 K 3** Teaching contact hours shall not exceed 648 teaching contact hours per academic year for a teacher in post-secondary programs or 760 teaching contact hours per academic year for a teacher not in post-secondary programs.

**11.01 K 4** Compensation for work in excess of the maxima set out above shall be paid by the College to the teacher on the basis of:

- (i) 1/180 or 1/190 respectively of the teacher's annual regular salary for each contact day in excess of the 180 or 190 contact day annual maximum;
- (ii) 0.1% of the teacher's annual regular salary for each teaching contact hour in excess of the 648 or 760 teaching contact hour annual maximum.

Such compensation shall be for the greatest amount and shall not be pyramided under this clause or under 11.01 J.

**11.01 L 1** The contact day shall not exceed eight hours from the beginning of the first assigned hour to the end of the last assigned hour except by written voluntary agreement. The Union Local shall receive a copy of such agreement within seven days.

**11.01 L 2** Every effort shall be made to ensure that work will not be assigned to begin less than 12 hours after the end of the previous day's work assignment.

**11.01 L 3** A teacher shall not normally be assigned work on calendar Saturdays or Sundays. Where a teacher is assigned to work on a Saturday or Sunday, the teacher shall be credited with one and one-half times the credit hours normally given for hours so assigned and attributed.

**11.01 L 4** A teacher may agree in writing to waive the premium credits provided for in 11.01 L 3 for a specified period of time.

**11.01 M** Where a Union Local and a College agree in writing on terms governing workload assignments at the College, such agreements shall be binding on the College, the Union Local and the teachers and timetables shall be established in accordance with such local agreements.

**11.02 A 1**

**(a)** Prior to the establishment of a total workload for any teacher the supervisor shall discuss the proposed workload with the teacher and complete the SWF, attached as Appendix I, to be provided by the College. The supervisor shall give a copy to the teacher not later than six weeks prior to the beginning of the period covered by the timetable excluding holidays and vacations. It is recognized that if the SWF is subsequently revised by the College, it will not be done without prior consultation with the teacher.

**(b)** The College may, where a change in circumstances requires it, amend assignments provided to a teacher after the original assignment, subject to the teacher's right to refer any matter to the College Workload Monitoring Group (WVG) referred to in

11.02 B 1 and if necessary, the Workload Resolution Arbitrator (WRA) referred to in 11.02 E 1 and appointed under 11.02 F 1.

**11.02 A 2** The SWF shall include all details of the total workload including teaching contact hours, accumulated contact days, accumulated teaching contact hours, number of sections, type and number of preparations, type of evaluation/feedback required by the curriculum, class size, attributed hours, contact days, language of instruction and complementary functions.

**11.02 A 3** Following receipt of the SWF, the teacher shall indicate in writing on the SWF whether in agreement with the total workload. If not in agreement the teacher and the supervisor may add such other comments as is considered appropriate and may indicate in writing that the workload should be reviewed by the College WMG.

**11.02 A 4** In the event that the teacher is not in agreement with the total workload and wishes it to be reviewed by the WMG, the teacher must so indicate in writing to the supervisor within five working days following the date of receipt of the SWF. The completed SWF will be forwarded by the supervisor to the WMG within three working days from date of receipt from the teacher with a copy to be given to the teacher.

Absent such indication, the teacher shall be considered to be in agreement with the total workload.

**11.02 A 5** The timetable shall set out the schedule and location of assigned workload hours reported on the SWF, on a Timetable Form to be provided by the College, and a copy shall be given to the teacher no less than two weeks prior to the beginning of the period covered by the timetable, which shall be the same period as that covered by the SWF.

**11.02 A 6**

**(a)** In the event of any difference arising from the interpretation, application, administration or alleged contravention of 11.01, 11.02, or 11.09, a teacher shall discuss such difference as a complaint with the teacher's immediate supervisor.

The discussion shall take place within 14 days after the circumstances giving rise to the complaint have occurred or have come or ought reasonably to have come to the attention of the teacher in order to give the immediate supervisor an opportunity of adjusting the complaint. The discussion shall be between the teacher and the immediate supervisor unless mutually agreed to have other persons in attendance. The immediate supervisor's response to the complaint shall be given within seven days after discussion with the teacher.

Failing settlement of such a complaint, a teacher may refer the complaint, in writing, to the WMG within seven days of receipt of the immediate supervisor's reply. The complaint shall then follow the procedures outlined in 11.02 B through 11.02 F.



- (b) Grievances arising with respect to Article 11, Workload, other than 11.01, 11.02 and 11.09 shall be handled in accordance with the grievance procedure set out in Article 32, Grievance and Arbitration Procedures.

**11.02 B 1** There shall be a College WMG at each College.

**11.02 B 2** Each WMG will be composed of eight members, with four to be appointed by the College and four appointed by the Union Local unless the College and the Union Local otherwise agree. The term of office of each member of the WMG shall be two years, commencing on April 1 in each year with four members of the WMG, two College appointees and two Union appointees, retiring on March 31 of each year. A quorum shall be comprised of four, six or eight members with equal representation from the College and Union Local.

Alternative arrangements may be made at the local level upon agreement of the Union Local and the College.

**11.02 C 1** The functions of the WMG shall include:

- (i) reviewing workload assignments in general at the College and resolving apparent inequitable assignments;
- (ii) reviewing specific disputes pursuant to 11.02 A 4 and/or 11.02 A 6 (a) and where possible resolving such disputes;
- (iii) making recommendations to the College on the operation of workload assignments at the College;
- (iv) reviewing individual workload assignments where requested by the teacher or the Union Local and, where possible, resolving the disputes;
- (v) making recommendations to the College and Union Local committees appointed under Article 7, Union/College Committee (Local), as to amendments or additions to the provisions governing workload assignments at the College for local negotiation in accordance with 11.02 G in order to address particular workload needs at the College.

**11.02 C 2** The WMG shall in its consideration have regard to such variables affecting assignments as:

- (i) nature of subjects to be taught, including type of program (e.g. apprenticeship, certificate, diploma, advanced diploma, degree);
- (ii) level of teaching and experience of the teacher and availability of technical support and other resource assistance;
- (iii) size and amenity of classroom, laboratory or other teaching/learning facility;
- (iv) numbers of students in class;

- (v) instructional modes, including requirements for alternate delivery;
- (vi) availability of time for the teacher's professional development;
- (vii) previously assigned schedules;
- (viii) lead time for preparation of new and/or changed schedules;
- (ix) availability of current curriculum;
- (x) students requiring accommodation;
- (xi) introduction of new technology;
- (xii) the timetabling of workload, including changes to the length of the course;
- (xiii) level of complexity and rate of change in curriculum;
- (xiv) requirements for applied research;
- (xv) required translation of materials.

**11.02 D 1** The WMG shall meet where feasible within one week of receipt of a workload complaint or at the request of any member of the WMG.

**11.02 D 2** The WMG shall have access to all completed SWFs and timetables, and such other relevant workload data as it requires to review workload complaints at the College.

**11.02 D 3** The WMG or any member of it may require the presence of the supervisor and/or the teacher before it to assist it in carrying out its responsibilities.

**11.02 D 4** Any decision made by a majority of the WMG with respect to an individual workload assignment shall be in writing and shall be communicated by the College to the teacher, the supervisor, the senior academic officer at the College and the Union Local President as soon as possible after the decision is arrived at.

**11.02 D 5** Such decision shall be binding on the College, the Union Local and the teacher involved.

**11.02 E 1** If following a review by the WMG of an individual workload assignment which has been forwarded to the WMG, the matter is not resolved, the teacher shall be so advised in writing. The matter may then be referred by the teacher to a WRA provided under the agreement. Failing notification by the WMG within three weeks of the referral of the workload assignment to the WMG, the teacher may refer the matter to the WRA.

**11.02 E 2** If the teacher does not refer an assignment to the WRA within one week of the receipt by the teacher of notification by the WMG that it has been unable to settle the matter, the matter will be considered to have been settled.

- 11.02 F 1** One or more WRAs shall be jointly selected by the College President or the President's designee and the Union Local President. The appointment of a WRA shall be from July 1 until June 30 of the following year unless both parties otherwise agree in writing. A WRA shall act on a rotation basis or as otherwise agreed.
- 11.02 F 2** A WRA shall indicate to the College President or the President's designee and the Union Local President, in writing, willingness to act within the time frames specified in this Article.
- 11.02 F 3** In the event that the College President or the President's designee and the Union Local President are unable to agree upon the appointment of a WRA, either the College or the Union Local may request the Minister of Labour to appoint a WRA and the WRA shall, upon appointment by the Minister of Labour, have the same powers as if the appointment had been made by the College and the Union Local as provided herein.
- 11.02 F 4** The College and the Union Local will provide to a WRA the SWF and any other documents which were considered by the WMG in its deliberations and such other information as the WRA considers relevant.
- 11.02 F 5** A WRA shall determine appropriate procedure. The WRA shall commence proceedings within two weeks of the referral of the matter to the WRA. It is understood that the procedure shall be informal, that the WRA shall discuss the matter with the teacher, the teacher's supervisor, and whomever else the WRA considers appropriate.
- 11.02 F 6** A WRA shall, following the informal discussions referred to above, issue a written award to the College and the Union Local and to the teacher, resolving the matter. Such award shall be issued by the WRA within ten working days of the informal discussion. The award shall only have application to the teacher affected by the matter and shall have no application beyond the end of a twelve-month period from the date of the beginning of the workload assignment.
- 11.02 F 7** On request of either or both parties within five working days of such award, the WRA shall provide a brief explanation of the reasons for the decision.
- 11.02 F 8** The award of the WRA shall be final and binding on the parties and the teacher, and shall have the same force and effect as a Board of Arbitration under Article 32, Grievance and Arbitration Procedures.
- 11.02 F 9** Having regard to the procedures set out herein for the resolution of disputes arising under 11.01, 11.02, or 11.09, no decision of the WMG or award of the WRA is subject to grievance or any other proceeding.
- 11.02 F 10** The Colleges and the Union shall each pay one-half of the remuneration and expenses of a WRA.
- 11.02 F 11** Where a referral is made to the WMG or the WRA by more than one teacher, references in the article to "teacher" shall be read as "teachers".

- 11.02 F 12** References to "teacher" in this Article include "instructor" but do not include partial-load teachers.
- 11.02 G** It is recognized that speedy resolution of workload disputes is advantageous to all concerned. Therefore, the College and Union Local committees appointed under Article 7, Union/College Committee (Local), have the authority to agree to the local application of Article 11, Workload, and such agreement may be signed by them and apply for the specific term of this Agreement as currently in effect. Also, such agreement shall not serve as a precedent for the future at that or any other College. Such agreement is subject to ratification by the Union Local membership within ten days and is subject to approval by the College President.
- 11.03** The academic year shall be ten months in duration and shall, to the extent it be feasible in the several Colleges to do so, be from September 1 to the following June 30. The academic year shall in any event permit year-round operation and where a College determines the needs of any program otherwise, then the scheduling of a teacher in one or both of the months of July and August shall be on a consent or rotational basis.
- 11.04 A** The assigned hours of work for Librarians and Counsellors shall be 35 hours per week.
- 11.04 B 1** The College shall allow each Counsellor and Librarian at least ten working days of professional development in each academic year.
- 11.04 B 2** Unless otherwise agreed between the Counsellor or Librarian and the supervisor, the allowance of ten days shall include one period of at least five consecutive working days for professional development.
- 11.04 B 3** The arrangements for such professional development shall be made following discussion between the supervisor and the Counsellor or Librarian subject to agreement between the supervisor and the Counsellor or Librarian, and such agreement shall not be unreasonably withheld.
- 11.04 B 4** The employee may be reimbursed for costs associated with such professional development, as approved by his/her supervisor or other body established by the College to deal with allocating resources made available for this purpose.
- 11.04 C** Where Counsellors and Librarians are assigned teaching responsibilities the Colleges will take into consideration appropriate preparation and evaluation factors when assigning the Counsellors' and Librarians' workload.
- 11.05** The parties agree that no College shall circumvent the provision of this Article by arranging for unreasonable teaching loads on the part of persons who are excluded from or not included in the academic bargaining unit.
- 11.06** During the period of assigned workload, teachers shall not take any employment, consulting or teaching activity outside the College except with the prior written consent of the supervisor. The consent of the supervisor shall not be unreasonably withheld.

**11.07** Where the College requires the performance of work beyond the limits herein established, the College shall provide any such teachers with proper work facilities during such period.

**11.08** In keeping with the professional responsibility of the teacher, non-teaching periods are used for activities initiated by the teacher and by the College as part of the parties' mutual commitment to professionalism, the quality of education and professional development.

Such activities will be undertaken by mutual consent and agreement will not be unreasonably withheld.

No SWF will be issued but such activities may be documented. Where mutually agreed activities can be appropriately performed outside the College, scheduling shall be at the discretion of the teacher, subject to the requirement to meet appropriate deadlines.

### **Modified Workload Arrangements**

**11.09 A 1** In order to meet the delivery needs of specific courses or programs, Modified Workload Arrangements may be agreed on instead of the workload arrangements specified in Articles 11.01 B 1, 11.01 C, 11.01 D 1 through 11.01 F, 11.01 G 2, 11.01 I, 11.01 J, 11.01 L, 11.01 M, 11.02 A 1 (a), 11.02 A 2, 11.02 A 3, 11.02 A 4, 11.02 A 5 and 11.08. A Modified Workload Arrangement requires the consent of the teacher(s) involved and the consent of the Local Union.

**11.09 A 2** In order for a Modified Workload Arrangement to be implemented, at least two thirds (2/3) of the teachers involved and their manager must agree. Teachers not in agreement must be given the option of having the regular provisions of Article 11 apply to their workload assignment.

**11.09 A 3** No more than 20% of the full-time teachers at a College may be participating in Modified Workload Arrangements at the same time.

**11.09 A 4** The Modified Workload Arrangement may apply for any period of assignment, but shall not extend beyond one academic year, unless expressly renewed. Each Modified Workload Arrangement will have a start and end date.

Should the Modified Workload Arrangement extend beyond the life of the Collective Agreement, the terms shall be modified to respect any applicable changes contained within the amended Collective Agreement.

### **Workload Limit Protections**

**11.09 A 5** For clarity, the workload limits contained in 11.01 K 1, 11.01 K 2 and 11.01 K 3 shall apply to Modified Workload Arrangements established under Article 11.09.

If the Modified Workload Arrangement extends beyond an academic year, the limits of 11.01 K will be cumulative over the length of the Plan and 11.01 K 4 will not be applied unless the cumulative limits are exceeded.

**11.09 A 6** The Modified Workload Arrangement shall document the details of the proposed workload assignments and schedules and shall be provided to the teachers and to the Local Union. It shall specify what provisions of Article 11 will not apply to the Modified Workload Arrangement, the start and end dates, the total teaching contact hours, and total contact days assigned to each teacher during the period. If the Local Union does not indicate in writing within five (5) days of the receipt of the documentation that it does not consent to the Modified Workload Arrangement, the Union will be considered to be in consent.

**11.09 A 7** If the Union does not consent the parties will meet within three (3) days to discuss the matter. Failing resolution, the College may refer the matter directly to a WRA within seven (7) days of the discussion.

**11.09 B 1** The WRA shall commence to hear the matter within seven (7) days of the referral of the matter and will issue a decision within three (3) days of the hearing. The Union will be a party at such a hearing.

**11.09 B 2** The provisions of Article 11.02 F shall apply except as modified herein.

**11.09 B 3** In determining whether the Union's refusal to consent to the Modified Workload Arrangement should be upheld the WRA may consider any one or more of the following factors along with any other factor the WRA deems appropriate.

- whether it enhances or diminishes the quality of learning for students.
- whether it may lead to improvements in teaching and learning.
- whether it leads to a reduction in the use of part-time staff and better usage of full-time teachers.
- whether it distributes work equitably amongst participating teachers.
- whether it may lead to greater satisfaction with workload assignments than the regular workload formula.
- whether it would be an efficient workload assignment process.

**11.09 B 4** If the WRA concludes the Union should have consented to the Modified Workload Arrangement the Modified Workload Arrangement may be implemented.

## **Article 12**

### **TUITION SUBSIDY**

**12.01** An employee in the bargaining unit may take, for a tuition fee of not more than \$20.00 per course, on the employee's own time,

(i) Ministry funded programs or courses,

or

(ii) other programs or courses as are mutually agreed,

which the College currently offers. The employee must meet the normal College entrance and admission requirements and is subject to academic policies after admission.

## **Article 13**

### **COPYRIGHT AND ACADEMIC FREEDOM**

- 13.01** Except as may be otherwise mutually agreed between the employee and the College, a work commissioned by the College, or produced pursuant to the employee's normal administrative or professional duties with the College, shall be and remain the property of the College. Other works produced by an employee shall be and remain the property of the employee. Nothing contained herein shall adversely affect any rights an employee may have under the *Copyright Act* (Canada) and in particular the subsection addressing "work made in the course of employment".
- 13.02** Academic freedom is fundamental to the realization and preservation of the Colleges' commitment to academic excellence. The purpose of this article is to define the rights and obligations related to academic freedom.
- 13.03** All members of the College community shall support and protect the fundamental principle of academic freedom.
- 13.04** Every faculty member is able to exercise academic freedom in the performance of his/her duties. Academic freedom at the College includes the right to enquire about, investigate, pursue, teach and speak freely about academic issues without fear of impairment to position or other reprisal.
- 13.05** The exercise of academic freedom is subject to the following responsibilities:
- (i) In exercising academic freedom, employees shall be responsible for adhering to legal parameters (such as but not limited to The Human Rights Code, Criminal Code of Canada, civil liability, collective agreement obligations), institutional regulations, Ministry Directives, requirements of accrediting bodies, and program and curriculum requirements.
  - (ii) Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligations to base research and teaching on an honest search for knowledge. In exercising such freedom, faculty have a responsibility to respect the academic freedom and rights of other members of the college community.
  - (iii) The College affirms that faculty shall be free to act and speak in their capacity as public citizens provided they indicate they are speaking as individuals and not acting as representatives of the College.

**Article 14  
SALARIES**

- 14.01 A** Determination of starting salaries and progression within the salary schedules shall be in accordance with the Job Classification Plans (see pages 122-127). The application to certain present employees above the maximum step on the salary schedule shall continue as set out in 14.03.
- 14.01 B** The College shall, upon the initial hiring of an employee in the bargaining unit, forward a copy of the initial step placement calculation to the Union Local President.
- 14.02 A** The salary schedules in 14.03 will apply to persons teaching more than 12 hours on a regular basis. Persons teaching over six and up to and including 12 hours on a regular basis will be covered by 26.04.
- 14.02 B** It is recognized that a full-time teacher who may be assigned by the College to an instructional assignment of less than 13 hours per week shall continue to be paid on the basis of salary rather than on an hourly rate except as may occur through the application of Article 27, Job Security, or as may be mutually agreed between the employee and the College.
- 14.02 C 1** A full-time employee may request and, with the approval of the College, may undertake a less than full-load assignment for a mutually agreed period.
- 14.02 C 2** Such employee shall be paid on the basis of pro-rata base salary rather than on an hourly rate. Effective September 24, 1998, such employee shall continue to accumulate seniority on a full-time basis for the duration of the mutually agreed period. The method of calculating pro-rata base salaries and benefits under this section shall be established by mutual agreement between the employee and the College. The request of the employee shall be in writing and a copy provided to the Union Local President.



## Salary Schedules for Full-Time Professors, Counsellors and Librarians

### 14.03 A 1

(a) The following table indicates the annual base salary paid at each step on the Salary Schedule to full-time Professors, Counsellors and Librarians.

STEP LEVEL	1.75% Effective October 1, 2017	2.0% Effective October 1, 2018	2.0% Effective October 1, 2019	2.0% Effective October 1, 2020
Step 5	\$62,717	\$63,971	\$65,250	\$66,555
Step 6	\$65,597	\$66,909	\$68,247	\$69,612
Step 7	\$68,476	\$69,845	\$71,242	\$72,667
Step 8	\$71,353	\$72,780	\$74,236	\$75,721
Step 9	\$74,232	\$75,716	\$77,231	\$78,775
Step 10	\$77,109	\$78,651	\$80,224	\$81,829
Step 11	\$79,988	\$81,587	\$83,219	\$84,884
Step 12	\$82,867	\$84,525	\$86,215	\$87,939
Step 13	\$85,747	\$87,462	\$89,211	\$90,995
Step 14	\$88,624	\$90,397	\$92,205	\$94,049
Step 15	\$91,505	\$93,335	\$95,202	\$97,106
Step 16	\$94,374	\$96,262	\$98,187	\$100,151
Step 17	\$97,246	\$99,190	\$101,174	\$103,198
Step 18	\$100,114	\$102,116	\$104,158	\$106,242
Step 19	\$102,984	\$105,044	\$107,145	\$109,288
Step 20	\$105,855	\$107,972	\$110,131	\$112,334
Step 21	\$108,723	\$110,897	\$113,115	\$115,378

## Maximum Salary Table

- (b) The following table indicates the maximum salary level attainable by an employee based on that employee's relevant formal education levels and equivalencies.

Maximum Step Level Attainable	Required Qualifications
Step 21	A minimum of a 4-year Canadian Baccalaureate Degree or equivalent; CGA; P.Eng.; CA; CMA (formerly RIA)
Step 19	3-year CAAT Diploma or General Pass University Degree or Certified Journeyperson holding equivalent qualifications*
Step 18	2-year CAAT Diploma or Certified Journeyperson
Step 17	1-year post-secondary certificate
Step 16	No formal post-secondary diploma, certificate or degree

NOTE: Formal educational qualifications not specified above will be subject to evaluation by the Joint Educational Qualifications Subcommittee, as described in Appendix II.

\* Equivalent qualifications for a certified Journeyperson or someone treated as such, shall mean the successful completion of five full-year CAAT courses at the technologists level of which two are directly related to the individual's area of expertise, or the equivalent. The course of study leading to equivalent qualifications for a certified Journeyperson or someone treated as such, shall be approved in advance by the College.

## Control Point Table

### 14.03 A 2

- (a) Annual increments to the control point are based on experience, at the rate of one step for each completed year on-the-job experience. Above the control point, but not beyond the maximum, one step will be granted where performance in the past year was satisfactory. For the purposes of this paragraph the following shall be considered as on-the-job experience: leave for union activities, paid leave of absence, secondment.
- (b) The following table indicates the control point relevant for an employee based on the maximum base salary level that employee may attain in the salary schedule. The control point relevant to full-time instructors is contained within the wage schedule 14.03 A 2 (c).

Maximum Step Attainable	Effective October 1, 2017	Effective October 1, 2018	Effective October 1, 2019	Effective October 1, 2020
Step 16	Step 10	Step 10	Step 10	Step 10
Step 17	Step 11	Step 11	Step 11	Step 11
Step 18	Step 11	Step 11	Step 11	Step 11
Step 19	Step 12	Step 12	Step 12	Step 12
Step 20				
Step 21	Step 13	Step 13	Step 13	Step 13

### Salary Schedules for Full-Time Instructors

- (c) The following table indicates the annual base salary paid at each step on the Salary Schedule to full-time Instructors.

STEP LEVEL	1.75% Effective October 1, 2017	2.0% Effective October 1, 2018	2.0% Effective October 1, 2019	2.0% Effective October 1, 2020
Minimum	\$41,258	\$42,083	\$42,924	\$43,783
Step 1	\$44,141	\$45,024	\$45,924	\$46,843
Step 2	\$47,016	\$47,956	\$48,915	\$49,893
Step 3	\$49,893	\$50,891	\$51,908	\$52,947
Step 4	\$52,774	\$53,829	\$54,906	\$56,004
Step 5*	\$55,652	\$56,765	\$57,900	\$59,058
Step 6	\$58,530	\$59,701	\$60,895	\$62,112
Step 7	\$61,408	\$62,636	\$63,889	\$65,167
Step 8	\$64,288	\$65,574	\$66,885	\$68,223
Step 9	\$67,167	\$68,511	\$69,881	\$71,278
Step 10	\$70,046	\$71,447	\$72,876	\$74,334

\* Control Point of Range

## **Guidelines**

### **Allowances - Professors**

**14.03 A 3** Coordinator Allowance – Coordinators are teachers who in addition to their teaching responsibilities are required to provide academic leadership in the coordination of courses and/or programs. Coordinators report to the academic manager who assigns their specific duties, which shall be determined prior to the acceptance of the designation, subject to changes as circumstances require. It is understood that coordinators do not have responsibility for the supervision or for the disciplining of teachers in the bargaining unit. It is not the intention of the Colleges to require employees to accept the designation of coordinator against their wishes.

Those employees who are designated as coordinators will receive an allowance equal to one or two steps on the appropriate salary schedule. Such allowance will be in addition to the individual's annual base salary.

**14.03 A 4** Employees with the following qualifications shall be entitled to progress to the maximum step on the salary schedule:

- (i) A General Pass University degree plus a Bachelor of Education degree;
- (ii) Three year CAAT Diploma or General Pass University Degree or Certified Journeyperson holding equivalent qualifications, plus a valid Ontario Teacher's Certificate granted before 1992 or equivalent as may be ruled on by Joint Educational Qualifications Subcommittee (JEQS);
- (iii) A General Pass University Degree, plus a valid Ontario Guidance Specialist's Certificate granted before 1992 or equivalent as may be ruled on by JEQS; or
- (iv) The In-Service Teacher Training Program Certificate. As this is a unique in-service College program, equivalencies are not considered.

### **General**

**14.03 A 5** For Professors and Counsellors and Librarians the applicable maximum is the Step on the schedule reflecting their individual qualifications. For Instructors, the applicable maximum is the maximum salary for their classification. However, in the application of 14.03 A 6, the base salary rate of an employee may exceed the employee's maximum, in which case the higher rate will prevail for the term of this Agreement.

**14.03 A 6** Professors or Counsellors being paid a base salary rate in excess of Step 16 on August 31, 1991, pursuant to Section 2(f) of the guidelines attached to the September 17, 1975 Agreement, will have their base salaries increased effective as of September 1, 1992 and September 1, 1993 so that their new base salaries will exceed the maximum of the salary schedule as of such dates by the same amount as in effect under the immediately previous Agreement.

**14.04 A** Persons who teach over six and up to and including 12 hours per week on a regular basis shall be referred to as "partial-load" employees. They shall not receive salary or vacation but shall be paid for the performance of each teaching hour at an hourly rate in accordance with the rates set out in Article 26, Partial-Load Employees.

## **Article 15 VACATIONS**

**15.01 A** A full-time employee who has completed one full academic year's service with the College shall be entitled to a vacation of two months as scheduled by the College. A full-time employee may request and, with the approval of the College, may have a vacation that is scheduled in periods other than a contiguous two-month block. A full-time employee who has completed less than one full academic year's service with the College shall be entitled to a two month vacation period and shall be paid the remainder of the employee's prorated annual salary. The request of the employee shall be in writing and a copy provided to the Union Local President.

Where the employee requests a vacation in other than a contiguous two month block, the employee shall be entitled to forty-three (43) weekdays of vacation not including any holidays as set out in Article 16.

**15.01 B** A teacher assigned to teach for an additional month (11th month) over the normal teaching schedule of the equivalent to ten months as part of a continuous 12 month program shall be entitled to a vacation of one month, as scheduled by the College. Such teacher shall also receive a bonus of ten percent of the employee's annual regular salary for the additional eleventh month of teaching assignment to be paid on completion of such assignment. A teacher assigned to teach in the eleventh month for less than a full month will be entitled to a pro-rata amount of the ten percent bonus referred to above, to be paid on completion of such assignment.

A member of the teaching faculty teaching in a continuous program shall not be required to teach for more than 12 consecutive months without a scheduled vacation of at least one month.

**15.01 C** It is understood that the above provisions for vacations are not intended to prohibit Colleges from scheduling non-teaching periods at Christmas and New Year's or at any other mid-term break.

**15.02** In scheduling vacations, the College will take into consideration the maintenance of proper and efficient staffing of College programs and operations and the requests of employees. The College will notify employees of their vacation period at least four weeks prior to the commencement of the vacation period concerned. It is understood that following notification of vacation periods, vacation schedules may be changed in circumstances beyond the College's control or by mutual agreement. The College agrees that seniority shall be given consideration in resolving conflicting vacation requests.

**Article 16  
HOLIDAYS**

**16.01 A** An employee will be granted the following holidays on the day on which the holiday occurs or is celebrated by the College without reduction of regular salary:

Family Day	Civic Holiday
Good Friday	Labour Day
Victoria Day	Thanksgiving Day
Canada Day	

**16.01 B** An employee will be granted the holiday period of December 25th to January 1st inclusive without reduction of regular salary.

**16.02** When a holiday as defined in 16.01 A falls within the vacation period of a member of the academic staff teaching an 11th month as referred to in 15.01, a Counsellor or a Librarian, the employee shall be granted an additional day off at a date designated by the College.

**16.03** When a holiday as defined in 16.01 A falls on a Saturday or Sunday, the College shall designate a day in lieu thereof.

**Article 17  
SHORT-TERM DISABILITY PLAN (STD)**

**Participation**

**17.01 A** Effective April 1, 1991, all full-time employees shall be covered by this plan.

**Funding**

**17.01 B** This plan shall be funded by the College.

**Waiting Period**

**17.01 C** New employees will be eligible for benefits under this plan from their first day of service with the College. The annual benefit allocation described in 17.01 F shall be credited at that time.

**Benefit Year**

**17.01 D** The benefit year shall commence September 1 for the purpose of crediting the days referred to in 17.01 F 1.

## **Workplace Safety and Insurance and Other STD Insurance**

**17.01 E** Where a full-time employee is entitled to payments under the *Workplace Safety and Insurance Act* and Regulations, or is entitled to payments under any other short-term disability insurance, such person shall be entitled to payments, where required, from this plan to supplement the amount payable under the *Workplace Safety and Insurance Act* and Regulations, or such other insurance, up to the amount otherwise payable under this plan.

### **Benefits**

**17.01 F 1** During absences due to illness or injury, participating employees who would otherwise be scheduled to work shall receive 100% of regular pay for up to and including 20 working days in any one benefit year, plus any unused credits carried forward from previous years. Days not utilized in any year shall be considered to be credits (on the basis that one credit represents 100% of regular pay for one working day) and shall be carried forward to the next benefit year. Debits shall be made from the total assigned benefit on a day-for-day basis.

**17.01 F 2** During absences due to illness or injury in excess of the accumulated days referred to in 17.01 F 1, participating employees shall be paid 75% of regular pay for up to the difference between the number of accumulated days referred to in 17.01 F 1 and the date the employee would normally qualify for LTD.

**17.01 F 3** Where the qualifying period for LTD has expired, and the employee qualifies for LTD, and the employee still has credits standing in his or her name under this plan, such credits may, at the election of the employee, be utilized by the employee instead of LTD benefits, until the employee elects to take LTD benefits, if qualified.

**17.01 F 4** During the period defined in 17.01 F 1, a participating employee who is absent due to injury or illness on the day before or after a holiday as defined in 16.01 shall receive regular pay for the holiday at the rate defined in 17.01 F 1.

**17.01 F 5** During the period defined in 17.01 F 2, a participating employee who is absent due to injury or illness on the day before or after a holiday as defined in 16.01 shall receive regular pay for the holiday at the rate defined in 17.01 F 2.

**17.01 F 6** Application for benefits under the plan shall be made at such time and in such manner as the College shall determine and shall be supported by such medical evidence, if any, as the College may require.

**17.01 F 7** Where the College requires an employee to undergo an independent medical examination, or provide further documentation from the employee's physician or attending specialist when the College determines that the initial documentation is insufficient, the College shall pay the cost for the medical examination and/or documentation.

## **Expiry of Credits**

**17.01 G** Subject to 17.01 H, upon retirement, layoff or termination of employment, any credits standing in the name of the employee shall be cancelled and shall be of no effect.

## **Protection of Existing Rights**

**17.01 H** Notwithstanding 17.01 G, employees hired into the academic bargaining unit before April 1, 1991, shall be entitled to utilize available credits (or portions thereof) at the time of retirement, termination of employment or lay-off as a lump-sum gratuity calculated in accordance with the terms of the pre-existing Cumulative Sick Leave Plans, where applicable and where the employee is eligible and shall not exceed the amount of one-half the employee's annual base salary as of the date of separation.

**17.02** If a full-time employee is absent from work for the purpose of caring for a member(s) of their immediate family, the employee may apply for leave under 21.07 A, 21.07 B, and 21.07 C. Days withdrawn from the employees' sick leave credits for this purpose will not be counted towards the elimination period for LTD.

## **Article 18**

### **LONG-TERM DISABILITY PLAN (LTD)**

**18.01** Employees shall pay the full premium of the present Long-Term Disability Plan, the benefit level to be 60% of monthly base salary in effect as of the date of disability reduced by:

- (i) any form of salary continuation from the employer or benefit from an employer sponsored retirement or pension plan;
- (ii) any basic disability benefits payable from government sponsored income security programs (e.g. C/QPP, W.S.I., E.I., or similar programs);

but this amount shall not be reduced by amounts payable under:

- (i) any privately sponsored group disability insurance plan;
- (ii) any increase in benefit arising from the C/QPP as a result of an adjustment in the Consumer Price Index.

## **Article 19**

### **OTHER INSURANCE PLANS**

#### **Extended Health Plan**

**19.01 A** The College shall pay 100% of the billed premium of the Extended Health Plan for employees covered thereby and subject to the eligibility requirements of the Plan.



The Extended Health Plan shall provide for a combined maximum annual coverage for all covered paramedical services of \$1,500. Effective February 1, 2018, the Extended Health Plan shall provide for a combined maximum annual coverage for all covered paramedical services of \$2,000.

- 19.01 B** Effective April 1, 2004 or such reasonable time as may be required, a Critical Illness/Catastrophic Event Insurance will be made available to employees with the full premiums to be paid by the employees.

### **Dental Plan**

- 19.02 A** The Colleges agree to pay 100% of the billed premiums of an insured dental plan (the Plan) based on the Ontario Dental Association (ODA) schedule for the immediately preceding year.
- 19.02 B** Coverage shall apply, subject to the eligibility requirements and conditions of the Plan, to all eligible full-time employees on the active payroll and in the active employ of the College following the completion of six months continuous service during the probationary period. Those employees whose spouses are covered by a comparable plan may elect to be covered by their spouse's plan.
- 19.02 C** Coverage under this Plan includes the employee, spouse and dependent children to age 21 (the beneficiaries).
- 19.02 D 1** Coverage for diagnostic, preventative and restorative services is listed in Schedule A of Appendix III.
- 19.02 D 2** Coverage for endodontic, periodontal, surgical and adjunctive services is listed in Schedule B of Appendix III.
- 19.02 D 3** Coverage for prosthodontic procedures is listed in Schedule C of Appendix III.
- 19.02 D 4** Benefits under Schedules A, B and C are limited to a maximum of \$2,000 per annum for each beneficiary with no deductible (effective October 1, 1998). Effective January 1, 2007, this maximum will be increased to \$2,500 per annum.
- 19.02 E 1** Coverage for orthodontic procedures is listed in Schedule D of Appendix III and is effective May 1, 1988.
- 19.02 E 2** Benefits under Schedule D are limited to a \$2,500 lifetime maximum per person covered regardless of age and 50% co-insurance.
- 19.02 F 1** Coverage for crowns and bridges will take effect with respect to each full-time employee in the active employ of the College on November 1, 1992 who is then covered by the Plan. Other full-time employees in the active employ and on the active payroll of the College who have completed the prescribed waiting period shall become eligible for this coverage subject to the eligibility requirements and terms and conditions of the Plan.

**19.02 F 2** Coverage for crowns and bridges is listed in Schedule E of Appendix III and is effective November 1, 1992.

**19.02 F 3** Benefits under Schedule E are limited to a maximum of \$2,500 per beneficiary per calendar year with 50% co-insurance.

### **Survivor Benefits**

**19.03 A 1** The College shall continue coverage of Extended Health (including Vision and Hearing Care) and Dental Plans if such benefits were in force at the date of death for the dependent survivor of a deceased employee for six months at no cost to the survivor. Thereafter, effective September 24, 1998, at the option of the dependent survivor, and subject to 19.03 A 2, the College shall continue such benefits as were in force for the deceased employee at the date of death. Coverage continues until the end of the month the deceased employee would have reached age 65. Thereafter, the survivor who is in receipt of a lifetime monthly survivor pension, may elect to participate in retirement benefits provided such election is made within 31 days from the end of the month the deceased employee would have reached age 65 and the survivor continues to be eligible for benefits under OHIP or another Canadian medicare plan equivalent to OHIP from another province or territory.

**19.03 A 2** In order to maintain benefit coverage pursuant to 19.03 A 1, the dependent survivor shall:

- (i) enroll in the Extended Health and Dental Plans as specified by the insurer;
- (ii) keep the College informed of any change of address or other information as the College or the insurer may require; and,
- (iii) pay the College quarterly in advance the full cost of the plans.

### **Vision Care**

**19.04** The College shall pay 75% of the premiums for a Vision Care Plan providing coverage for full-time employees to a maximum of \$400 each two years, per person 18 years of age and over, and \$400 each one year per person under 18 years of age, for glasses, frames, contact lenses, and refractive surgery, subject to eligibility requirements and enrolment requirements. The balance of the premiums shall be paid by payroll deduction.

### **Hearing Care Plan**

**19.05** The College shall pay 75% of the premiums for full-time employees for a Hearing Care Plan providing coverage to a maximum of \$3,000 each three years, per person, subject to eligibility requirements and enrolment requirements. The balance of the premiums shall be paid by payroll deductions.

## **Basic Life Insurance Plan**

- 19.06** The College shall continue the present Group Basic Life Insurance Plan to provide term insurance coverage of \$25,000 on the life of the employee and to pay the full premium for full-time employees, subject to the eligibility requirement.

## **Supplemental Life Insurance Plan**

- 19.07 A** The Colleges shall continue the Supplemental Life Insurance Plan to provide for the availability of Supplementary Life Insurance in units of \$10,000 up to a maximum of \$60,000 of coverage with the College paying 50% of the premium for full-time employees covered by the Plan subject to the payment of the balance by payroll deduction.
- 19.07 B** Effective December 1<sup>st</sup>, 2009, the College shall continue the Supplemental Life Insurance Plan to provide for the availability of Supplementary Life Insurance in units of \$10,000 to a maximum of \$300,000 for employees who elect the maximum option of \$60,000 as contained in 19.07 A provided the employee pays the full premium cost through payroll deduction.
- 19.07 C** The College shall arrange for Dependent Life Insurance coverage in the amount of \$5,000 upon the death of a spouse and \$2,000 upon the death of a dependent child including still-births as defined in the *Vital Statistics Act* to those employees who elect such coverage in writing, subject to the enrolment requirements of the plan. Such employees shall pay, through payroll deduction, 100% of the premium as established by the insurance carrier.

## **Liability Insurance**

- 19.08 A** The College shall arrange liability insurance coverage of employee's liability, while performing duties or tasks required and authorized by the College or customarily performed as part of the employee's duties.
- 19.08 B** The College shall provide access to the employee liability insurance provisions of the College's insurance policies to an employee or the Union Local, upon request and given reasonable advance notice.

## **Retirement Benefits**

- 19.09 A** The Colleges agree to provide eligible retired employees the option of enrolling in the CAAT Retiree Benefit Plan, which includes Life Insurance, Extended Health Care and Dental Care under the following conditions:
- (i) The retired employee shall pay, in advance, the full cost of the benefits that the retiree has enrolled in as follows:
    - Current members of the plan will have the option to continue to pay the College quarterly or switch to automatic monthly bank withdrawals;

- New enrollees shall pay the College through automatic monthly bank withdrawals.
- (ii) Eligibility for such coverage shall be dependent upon:
- The employee qualifying for and commencing to receive a lifetime monthly pension from the Colleges of Applied Arts and Technology Pension Plan or the Teachers' Pension Plan immediately upon his/her retirement;
  - The retired employee electing such coverage within thirty-one (31) days of his/her retirement date;
  - The retired employee maintaining eligibility for benefits under OHIP or another Canadian medicare plan equivalent to OHIP from another province or territory;
  - The employee commenced retirement on or after May 1, 1988.
- (iii) Insurable benefits payable under OHIP or the Ontario Drug Benefit Plan shall not be payable under the Extended Health Care Plans or Dental Care Plan.

Details of the Plan are published in the CAAT Retiree Benefit Plan booklet.

### **Survivor Benefits for Retirees**

**19.09 B 1** At the option of the dependent survivor of a retired employee and subject to Article 19.09 B 2, he/she can continue coverage in the CAAT Retiree Benefit Plan, excluding Life Insurance, provided that such benefits were in force at the date of death.

**19.09 B 2** In order to maintain coverage pursuant to Article 19.09 B 1, the eligible dependent survivor of a retired employee shall:

- (i) enroll in the benefit plans as specified by the insurer;
- (ii) keep the College informed of any change of address or other information as the College or the insurer may require; and
- (iii) pay the College quarterly in advance the full cost of the benefits that the survivor has enrolled in.

### **Post Retirement Life Insurance Plan**

**19.09 C** Effective October 1, 1992, the College shall make available to a retiring employee, at the time of retirement, life insurance coverage to age 75 in the amount of \$10,000, with the retiree to pay 100% of the premium. It is understood that for experience rating purposes, active employees and retirees shall be considered to constitute one group.

## **Same Sex Spouse Benefit Coverage**

**19.10** Effective October 1, 1992, the parties agree that the Life Insurance, Extended Health, Dental, Spousal and Dependent Insurance, Vision Care, Hearing Care Benefit Plans and survivor benefits shall include coverage for same sex spouses.

## **Article 20**

### **PROFESSIONAL DEVELOPMENT LEAVE**

**20.01** The College recognizes that it is in the interests of employees, students and the College that employees are given the opportunity by the College to pursue College-approved professional development activities outside the College through further academic or technical studies or in industry where such activities will enhance the ability of the employee upon return to the College to fulfill professional responsibilities.

**20.02** To that end, each College will grant a minimum of two percent of full-time members of the academic bargaining unit of the College concerned who have been members of the bargaining unit for a period of not less than six years, and an additional one percent of full-time members of the academic bargaining unit of the College concerned who have been members of the bargaining unit for a period of not less than 15 years, to be absent on professional development leave at any one time in accordance with the following conditions:

- (i) the purpose of the leave is for College-approved academic, technical, industrial or other pursuits where such activities will enhance the ability of the teacher, counsellor or librarian upon return to the College;
- (ii) a suitable substitute can be obtained;
- (iii) the leave will normally be for a period of from one to 12 months;
- (iv) the employee, upon termination of the professional development leave, will return to the College granting the leave for a period of at least one year, failing which the employee shall repay the College all salaries and fringe benefits received by the employee while on professional development leave;
- (v) the salary paid to the employee will be based on the following scale: 55% of the employee's base salary increasing by five percent per year after six years of employment with the College concerned to a maximum of 80% of the employee's base salary after eleven (11) years. It is understood that the College's payment is subject to reduction if the aggregate of the College's payment and compensation or payments from other sources during the period exceeds the amount of the employee's base salary. The amount and conditions of payment will be pro-rated for shorter leaves.
- (vi) Applications for professional development leave will be submitted in writing containing a detailed statement of the nature of the proposed leave and its

proposed benefit(s) to the College and the employee; to the Chair of the Department at least six months prior to the commencement date;

- (vii) The College may, but is not required to, consider an application from an employee who has commenced a professional development leave within the preceding seven (7) years;
- (viii) All applicants will be notified in writing by the College President or the President's designee as to the disposition of their application for professional development leave;
- (ix) The College may on its own initiative propose plans of professional development leave to employees; however no employee shall be under obligation to accept such a proposal;
- (x) This Article shall not preclude the College from permitting greater numbers of employees to be absent on professional development leave;
- (xi) The fulfillment of the minimum of two percent of full-time employees on professional development leave (arising out of employee-initiated leaves) will depend upon the receipt and approval by the College of a sufficient number of qualified applications in accordance with the criteria set out above;
- (xii) In the event that more eligible employees apply for professional development leave than will be approved, preference for applications that fulfill the purpose of the leave as set in 20.02 (i) shall be given to the applicants with greater length of service since their last professional development leave under this Article;
- (xiii) An applicant who is denied professional development leave shall be notified in writing of the reasons for the denial. Approval of an application for professional development leave shall not be unreasonably withheld;
- (xiv) For professional development leaves that are granted for a period of less than one year, the payment shall be pro-rated. The unused portion of the allowable earned leave shall remain available to the teacher, counsellor or librarian subject to the application and approval processes of the College and those defined within this Article. Seniority for the purpose of granting the unused portion shall include the seniority used in granting the first portion plus subsequent accrual. Payment for the unused portions of leave when taken shall be paid at the same proportion of salary as established in 20.02 (v) when the first portion was taken. The proportion of salary shall be the salary in place when the unused portion of the leave is taken;
- (xv) The College shall provide to the Union Local, once each year, the names of all applicants and the names of all successful applicants and the duration of the leaves granted.

**Article 21**  
**LEAVES OF ABSENCE**

**21.01** Both parties to this Agreement recognize the over-riding professional responsibility to the students. Leaves of absence as provided in this Article will therefore be scheduled where possible to ensure a minimum of disruption to the educational programs of the College. Reasonable notice shall be given to the supervisor concerned. It is understood that leaves under Article 21, Leaves of Absence, or under Article 17, Short-Term Disability Plan (STD), that are for the purpose of dealing with the death, illness, injury, or medical emergency of a person referred to in 21.04 or are for personal illness, injury, or medical emergency should be credited towards the emergency leave provisions of the *Employment Standards Act, S.O. 2001*.

**21.02** Leave of absence for personal reasons and special leave in extenuating personal circumstances may be granted at the discretion of the College without loss of regular salary. Where leave of absence for personal reasons is denied, reasons shall be given in writing to the applicant where requested.

**21.03** Leave of absence for religious leave may be granted at the discretion of the College, in accordance with existing human rights standards regarding accommodations, without loss of regular salary. Where leave of absence for religious reasons is denied, reasons shall be given in writing to the applicant where requested.

**21.04** On the death of an employee's spouse as defined in the benefit booklet, parent, step-parent, child, step-child, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparent or grandchild, an employee shall be granted leave of absence of three or more days without loss of regular salary, the duration of the leave to be at the discretion of the College.

It is understood that 21.02 is applicable to employees seeking bereavement leave related to the death of persons not identified in 21.04.

**21.05** An employee required to appear for or serve jury duty or served with a subpoena to appear as a Court witness shall not have regular salary reduced for the period concerned subject to the payment to the College by the employee of the jury duty or witness fees received. The employee shall notify the employee's immediate supervisor immediately after receipt of notice of selection for jury duty or the subpoena requiring appearance as a witness. The College may require the employee to furnish a certificate of service from an officer of the Court before making payments under this Article. In order to qualify for payment the employee will report to the College for work during those regular hours of work or assignment that the employee is not required to attend the Court.

**21.06 A** Leave of absence without pay may be granted by the College for legitimate personal reasons.

**21.06 B** If an employee requests in writing a leave of absence of seven consecutive calendar days or more, accompanied by supporting reasons, a denial thereof by

the College shall be in writing containing the reasons if such a written reply is requested by the employee.

**21.07 A** In each year, the College shall grant to each employee up to five days of leave to care for members of the employee's immediate family when they are ill.

**21.07 B** For the purpose of 21.07 A, an employee's immediate family shall mean the employee's spouse (or common-law spouse resident with the employee), children (including children of legal or common-law spouse), and parents (including step-parents or foster parents).

**21.07 C** Except as provided in 21.07 D, leave pursuant to 21.07 A shall be without pay.

**21.07 D** The employee may apply for benefits under the Short-Term Disability Plan as described in Article 17 (or, in the case of St. Lawrence College or La Cité, the St. Lawrence Plan, if applicable) with respect to the day or days of leave taken under 21.07 A. All the terms of Article 17, Short-Term Disability Plan, (or the terms of the St. Lawrence Plan, where applicable) shall apply to the period of leave as if such period was an illness of the employee.

**21.08** If a full-time employee terminates employment for the purpose of caring for a dependent person (or persons) and is subsequently re-employed as a full-time employee, the employee shall, upon application and completion of the probationary period, be credited with the employee's previous length of service for the purpose of:

- (i) vesting of Cumulative Sick Leave Gratuity (provided no previous payment was made);
- (ii) the Severance Pay Plan;
- (iii) Professional Development Leave;
- (iv) College Prepaid Leave Plan; and
- (v) seniority

provided that:

- (i) the employee had completed at least two years continuous service at the time of termination;
- (ii) the employee's termination indicated the reason for leaving to be the caring for a dependent person;
- (iii) the break in service was for no longer than six years, except as may be mutually agreed between the College and the employee.



## **Article 22**

### **PREGNANCY AND PARENTAL LEAVE**

- 22.01 A** A pregnant employee who has been employed for at least 13 weeks before the expected date of delivery shall be entitled to 17 weeks pregnancy leave of absence without pay (except as provided in 22.02), for the purpose of childbirth, or such other longer or shorter period of pregnancy leave as is required to be granted under the *Employment Standards Act, 2000*. Except as hereinafter provided, the leave of absence shall be in accordance with the pregnancy leave provisions of the *Employment Standards Act, 2000*. If through still-birth or miscarriage the employee wishes to return at an earlier date than the leave of absence originally agreed to, the College shall endeavour to arrange for such earlier return to work and such request shall not be unreasonably denied. Notwithstanding the above, the employee may return upon four weeks notice.
- 22.01 B** An employee on pregnancy leave may take a further 35 weeks parental leave of absence without pay (except as provided in 22.02), or such other longer or shorter period of parental leave as is required to be granted under the *Employment Standards Act, 2000*, provided the employee applies in writing two weeks prior to the expiry of her pregnancy leave. Such leave shall be in accordance with the provisions of the *Employment Standards Act, 2000*.
- 22.01 C** A leave of absence of up to 37 weeks or such other longer or shorter period of parental leave as is required to be granted under the *Employment Standards Act, 2000*, is available to any parent who has been employed for at least 13 weeks. Such leave shall be pursuant to the provisions of the *Employment Standards Act, 2000*, and is not in addition to the leave referred to in 22.01 B. Parent includes a person with whom a child is placed for adoption and a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as his or her own. Such leave may begin no more than 52 weeks after the day the child is born or comes into the custody, care, and control of a parent for the first time.
- 22.01 D** On request, in writing, at least two weeks prior to the date of expiry of the leave under 22.01 A, 22.01 B or 22.01 C, an employee shall be granted a leave of absence without pay to a maximum leave (including leave available under 22.01 A and 22.01 B and 22.01 C) of 52 weeks. The length of such leave shall be at the discretion of the employee. If requested by the College, the employee will endeavour to return at the start of a semester.
- It is understood that Section 53 of the *Employment Standards Act, 2000* shall continue to apply to a leave of absence that has been extended under this provision.
- 22.01 E** The College shall not require an employee to take vacation entitlement concurrently with leave under this Article. On return from the leave, an employee may forego vacation time owing.
- 22.01 F** Employees on leave under this Article shall continue to accumulate seniority for the duration of their leaves.

**22.02 A** An employee on leave under 22.01 shall have insured benefit coverage continued (i.e. group life insurance, group disability, Extended Health, Dental and Pension benefits, and any other type of benefit that is prescribed by regulation under the *Employment Standards Act, 2000* and is provided to employees under the provisions of this Agreement) during the period of the leave, as follows:

- (i) the College shall continue the employee's benefit coverage for all insured benefits for which the College is responsible for payment of 100% of the billed premium (i.e. Extended Health, Dental, Basic Life);
- (ii) the College shall continue to pay its percentage of premium cost for all insured benefits for which the College and the employee jointly share the cost provided the employee continues to pay the employee's percentage share of the premium cost (i.e. Supplemental Life, Pension);
- (iii) any benefit coverage that is based on an employee's salary shall be based on the salary which the employee would otherwise have earned during the period;
- (iv) sick leave credits will continue to accumulate.

**22.02 B** An employee entitled to pregnancy and/or parental leave under 22.01, who provides the College with proof that the employee has applied for and is eligible to receive Employment Insurance (E.I.) benefits pursuant to Sections 22 or 23, *Employment Insurance Act*, S.C. 1996, c.23, as amended from time to time, shall be paid a top-up, in accordance with the Supplementary Unemployment Benefit Plan (S.U.B).

**22.02 C** Payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:

- (i) for the waiting period of the first leave taken under Article 22.01 A and/or 22.01 B and/or 22.01 C, as applicable, during which the employee is serving the *Employment Insurance* waiting period, a payment equivalent to 93% of the regular salary which the employee would otherwise have earned during the period;

and

- (ii) for up to a maximum of 51 additional weeks while the employee is on pregnancy and/or parental leave, and provided the employee is eligible to receive Employment Insurance (E.I.) benefits pursuant to Sections 22 or 23 *Employment Insurance Act*, S.C. 1996, c.23, as amended from time to time, or was eligible to receive such E.I. benefits but has received the maximum number of weeks payable, payments equivalent to the difference between the sum of the weekly E.I. benefits the employee is eligible to receive and any other earnings received by the employee, and 93% of the regular salary which the employee would otherwise have earned during such period. The weekly top-up payment will be calculated using the weekly E.I. benefit that

would be payable to the employee (i.e. 55%) without regard to any election by the employee to receive a lower E.I. benefit spread over a longer period of time as may be permitted under the *Employment Insurance Act*.

**22.02 D** Notwithstanding anything to the contrary contained herein, the terms of the S.U.B. Plan described in 22.02 B and 22.02 C shall be construed so that they comply with Regulation 37(2) of the *Employment Insurance Act*, including the following conditions:

- (i) In no event will the top-up payment exceed the difference between 93% of the employee's actual weekly rate of pay that the employee was receiving on the last day worked prior to the commencement of the leave and the sum of the employee's E.I. benefit calculated without regard to an election by the employee to receive a lower E.I. benefit spread over a longer period of time as may be permitted under the *Employment Insurance Act* and any other earnings received by the employee.
- (ii) An employee who qualifies for benefits shall have no vested right to payments under the plan except to payments during a period of unemployment specified in the plan. (Reference: 37(2)(h) E.I. Regulations).
- (iii) Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits shall not be reduced or increased by payments received under the plan. (Reference: 37(2)(i) E.I. Regulations).

## **Article 23**

### **PREPAID LEAVE PLAN (PLP)**

**23.01** The Prepaid Leave Plan (PLP) has been developed to afford full-time employees the opportunity of taking up to a one year leave of absence and to finance the leave through deferral of regular salary from the previous years in an appropriate amount which will be accumulated and together with interest, be paid out at the commencement of the leave.

**23.02** Any employee having three years seniority is eligible to participate in the PLP in accordance with the conditions set out in this Article.

**23.03 A** An employee who qualifies as above must make written application to the President of the College on or before January 31 requesting permission to participate in the PLP setting out the deferral program requested.

**23.03 B** Written acceptance, or denial of the request, with explanation, will be forwarded to the applicant by May 1 in the year the request is made.

**23.03 C** Approval of individual requests to participate in the PLP shall rest solely with the College. Requests will not be unreasonably denied.

**23.03 D** The deferral period over which salary is deferred and accumulated, the amount thereof and the period in which leave is granted and repayment of such deferred salary and interest occurs shall be one of the following programs:

- (i) one year deferral of up to  $\frac{1}{2}$  of annual regular salary in each year followed by one year of leave, subject to 23.03 D (vii);
- (ii) two years deferral of up to  $\frac{1}{3}$  of annual regular salary in each year followed by one year of leave;
- (iii) three years deferral of up to  $\frac{1}{4}$  of annual regular salary in each year followed by one year of leave;
- (iv) four years deferral of up to  $\frac{1}{5}$  of annual regular salary in each year followed by one year of leave;
- (v) five years deferral of up to  $\frac{1}{6}$  of annual regular salary in each year followed by one year of leave;
- (vi) when mutually agreed between the College and the employee, a PLP may be devised which allows for a deferral period different from those proposed in (i) to (v) above, provided that the percent and amount of monies being deferred during the deferral period does not exceed the ratio of the period of the leave of absence (measured in months) divided by the total period of participation in the PLP (i.e. the fraction of the leave of absence over the sum of the deferral period and the leave period);
- (vii) while participating in the PLP, the amount of salary deferred by the employee under this plan cannot exceed 33  $\frac{1}{3}$  percent in any calendar year.

**23.03 E** No plan devised under this Article shall have a deferral period in excess of 72 months or a leave period in excess of 12 months or less than six months.

**23.03 F** Following College approval, the employee and the College shall enter into a written agreement which states that the employee waives the right to receive the deferred portion of salary as defined in accordance with 23.03 D. The agreement shall further set out all other terms of the plan agreed to in accordance with the conditions herein.

**23.04** The payment of salary and benefits, and the period of the leave of absence shall be as follows:

- (i) In the period of the program, preceding the period of the leave, the employee will be paid a reduced percentage in accordance with 23.03, of the employee's annual regular salary as set out in Article 14, Salaries.
- (ii) The remaining percentage of annual regular salary will be deferred and this accumulated amount plus any interest earned shall be retained for the participant by the College to finance the period of leave.

- (iii) The calculation of interest under the terms of this PLP shall be monthly (not in advance). The interest paid shall be calculated by averaging the interest rates in effect on the last day of each month for a true savings account, a one year term deposit, a three year term deposit and a five year term deposit. The rates for each of the accounts identified will be those set out in writing by the Bank Branch with which the College deals. Interest, calculated as above, shall be applied on a monthly basis, the first credit to be the month following the initial deposit. A yearly statement of the amount standing in the participant's credit will be sent to the participant by the College. If at the last day of any month, any one or more of the above products is not offered by the bank with which the College deals, then the interest rates on the remaining products will be averaged.
- (iv) During the period of the program prior to the leave, any benefits related to salary level shall be structured according to the salary the participant would have received in the period concerned had the participant not been in the PLP.
- (v) A participant's coverage for Life Insurance, LTD, Extended Health and Dental Plan coverage will be maintained by the College during the leave of absence, if eligibility conditions permit; however, the premium costs of all such plans shall be paid by the participant during the leave.
- (vi) During the period of the program that the employee is on leave, any benefits related to salary level shall be structured according to the salary the participant would have received in the period prior to taking the leave had the participant not been in the PLP.
- (vii) At the commencement of the period of leave, the College shall pay to the participant the monies standing to the participant's credit less any premiums or contributions deducted for the leave, except as may otherwise be mutually agreed. If by mutual agreement, the employee chooses to have some of the deferral amount withheld during the leave then interest shall be paid on the balance withheld. All monies deferred including interest must be paid out by the end of the leave period.

**23.05 A 1** Following the leave of absence, the employee must resume employment for a period of time not less than the duration of the leave of absence period.

**23.05 A 2** On return from leave, a participant will be assigned to the participant's same position or, if the lay-off displacement or placement provisions have application, the employee will be governed by the appropriate terms of this Agreement. In determining the salary level applicable following the participant's return, the period of leave shall not qualify for salary increment purposes. However if there is a period of service in the year prior to the commencement of the leave for which no consideration has been given for salary level determination purposes, such period shall be taken into consideration for salary level determination purposes on the participant's return.

**23.05 B** Sick leave credits will not accumulate during the period spent on leave nor will sick leave be available during such period.

**23.05 C** A participant may, with the approval of the College, withdraw from the PLP in unusual or extenuating circumstances (e.g. financial hardship or serious illness). Requests for withdrawal must be submitted in writing, detailing the reason(s) for withdrawal, as soon as possible prior to commencement of the leave. The College shall maintain the request and its approval as a part of College records.

When a request for withdrawal is approved, the College shall pay to the employee a lump sum amount equal to monies deferred plus interest accrued to the date of withdrawal from the PLP. Payment shall be made as soon as possible, but must be made within 30 days of approval of withdrawal from the PLP.

**23.05 D** In the event that a suitable replacement cannot be obtained for a participant who has been granted a leave or the participant requests a postponement of the leave, the College may up to six months prior to the commencement of the leave postpone the leave, but the period of the postponement shall not exceed 12 months. In this instance, a participant may choose to remain in the PLP, or receive payment as in 23.05 C.

**23.05 E** Should 23.05 D result in a leave of absence being taken later than the originally intended final year of the PLP, any monies accumulated by the terminal date of the PLP, will continue to accumulate interest until the leave of absence is granted.

**23.05 F** Should a participant die while enrolled in the PLP, any monies accumulated, plus interest accrued to the date of payment will be paid to the employee's estate. Every agreement entered into under 23.03 F shall state that monies paid to the estate of an employee under this section are a "right or thing" within the meaning of the *Income Tax Act* (Canada) and shall be taxable as income in the year of the employee's death in accordance with the *Income Tax Act* (Canada).

**23.06** During each taxation year the participating employee's income tax liability shall be in accordance with the *Income Tax Act* (Canada) and the amount of the withholding tax deducted at source by the College shall be based on monies actually received by the employee in each taxation year subject to the acceptance of this PLP by Canada Customs and Revenue Agency.

## **Article 24 HEALTH AND SAFETY**

**24.01** All employees shall be covered under the *Workplace Safety and Insurance Act*.

**24.02 A** The College will take all precautions reasonable in the circumstances to ensure conditions of safety and health in the employees' work areas in the College by conforming with the provisions of the *Occupational Health and Safety Act* and Regulations.

**24.02 B** Where the employee in the performance of duties uses safety equipment as required under the *Occupational Health and Safety Act* of Ontario, the College shall provide such equipment to the employee at no cost. Specific eligibility problems shall be resolved by the Joint Occupational Health and Safety Committee.

**Article 25**  
**REIMBURSEMENT FOR AUTOMOBILE EXPENSES**

**25.01 A** Effective August 14, 2006, an employee authorized to use the employee's car on approved College business including travelling to assigned duties away from the employee's accustomed work location shall be reimbursed kilometrage expenses in accordance with the following:

KILOMETRES DRIVEN	SOUTHERN ONTARIO	NORTHERN ONTARIO
0-4,000	40.0 cents/km	41.0 cents/km
4,001-10,700	35.0 cents/km	36.0 cents/km
10,701-24,000	29.0 cents/km	30.0 cents/km
24,001 km and over	24.0 cents/km	25.0 cents/km

**25.01 B** The boundary between Northern and Southern Ontario for the purposes of kilometre reimbursement is as follows: The District of Muskoka is now considered part of Northern Ontario. Along Highway 400 the District commences North of Port Severn. Along Highway 11 it commences North of Severn Bridge. Between the two communities the boundary is the Severn River. East of Severn Bridge, the District of Muskoka is located North of Regional Highway 52. Highway 60 at Oxtongue Lake easterly to Killaloe Station and Highway 62 to Pembroke.

**25.01 C** For the purpose of this Article, all kilometrage outside of Ontario will be at the rate for Southern Ontario.

**25.01 D** An employee paid a kilometrage allowance in accordance with this Article shall be reimbursed for necessary parking expense incurred.

**25.01 E** If kilometrage rates payable to Ontario Public Servants under the Collective Agreement between Management Board of Cabinet and OPSEU be amended during the term of this Agreement, such amended kilometrage rates shall apply to employees on the effective date of the amendment agreed to but not in any event retroactively prior to the date of announcement of the agreed amendments.

**Article 26**  
**PARTIAL-LOAD EMPLOYEES**

**26.01 A** This Article contains provisions exclusively related to partial-load employees. However, this Article is not inclusive of all rights of partial-load employees under the Collective Agreement.

**26.01 B** A partial-load employee is defined as a teacher who teaches more than six and up to and including 12 hours per week on a regular basis.

- 26.02 A** A partial-load employee shall not receive salary or vacations but shall be paid for the performance of each teaching contact hour at an hourly rate calculated in accordance with 26.04.
- 26.02 B** A portion of the hourly rate for partial-load teachers is in lieu of vacation pay.
- 26.03 A** Determination of partial-load teachers' starting step and progression within the hourly rate schedules shall be in accordance with the Job Classification Plans (see pages 122-127).
- 26.03 B** The College shall endeavour to issue all contracts prior to the start of the contract. The College shall, upon the initial hiring of a partial-load teacher in the bargaining unit, forward a copy of the initial step placement calculation to the Union Local President.
- 26.03 C** Partial-load employees will be provided a copy of the Collective Agreement on the first occasion they are employed following the negotiation of a new Collective Agreement or if re-employment occurs more than one year after the end of the previous partial-load contract.
- 26.04** The following tables indicate the hourly rate paid at each step for partial-load employees. For progression on the grid, refer to 26.10 B.



**Post-Secondary Partial-Load Professors**

STEP LEVEL	1.75% Effective October 1, 2017	2.0% Effective October 1, 2018	2.0% Effective October 1, 2019	2.0% Effective October 1, 2020
Step 5	\$83.79	\$85.46	\$87.17	\$88.92
Step 6	\$87.65	\$89.40	\$91.19	\$93.01
Step 7	\$91.49	\$93.32	\$95.19	\$97.09
Step 8	\$95.33	\$97.24	\$99.18	\$101.17
Step 9	\$99.19	\$101.18	\$103.20	\$105.27
Step 10	\$103.01	\$105.07	\$107.18	\$109.32
Step 11	\$106.86	\$109.00	\$111.18	\$113.41
Step 12	\$110.73	\$112.94	\$115.20	\$117.50
Step 13	\$114.55	\$116.84	\$119.17	\$121.56
Step 14	\$118.41	\$120.78	\$123.19	\$125.66
Step 15	\$122.25	\$124.69	\$127.19	\$129.73
Step 16	\$126.09	\$128.61	\$131.18	\$133.81
Step 17	\$129.95	\$132.55	\$135.20	\$137.91
Step 18	\$133.79	\$136.47	\$139.20	\$141.98
Step 19	\$137.65	\$140.40	\$143.21	\$146.07
Step 20	\$141.51	\$144.34	\$147.22	\$150.17
Step 21	\$145.36	\$148.27	\$151.23	\$154.26

### Non-Post-Secondary Partial-Load Professors

STEP LEVEL	1.75% Effective October 1, 2017	2.0% Effective October 1, 2018	2.0% Effective October 1, 2019	2.0% Effective October 1, 2020
Step 5	\$75.40	\$76.91	\$78.45	\$80.02
Step 6	\$78.90	\$80.48	\$82.09	\$83.73
Step 7	\$82.33	\$83.98	\$85.66	\$87.37
Step 8	\$85.80	\$87.51	\$89.26	\$91.05
Step 9	\$89.26	\$91.04	\$92.86	\$94.72
Step 10	\$92.71	\$94.57	\$96.46	\$98.39
Step 11	\$96.19	\$98.12	\$100.08	\$102.08
Step 12	\$99.64	\$101.63	\$103.67	\$105.74
Step 13	\$103.12	\$105.18	\$107.29	\$109.43
Step 14	\$106.58	\$108.71	\$110.88	\$113.10
Step 15	\$110.01	\$112.21	\$114.46	\$116.75
Step 16	\$113.50	\$115.77	\$118.09	\$120.45
Step 17	\$116.96	\$119.30	\$121.69	\$124.12
Step 18	\$120.43	\$122.84	\$125.30	\$127.80
Step 19	\$123.90	\$126.38	\$128.90	\$131.48
Step 20	\$128.91	\$131.49	\$134.12	\$136.80
Step 21	\$133.91	\$136.59	\$139.32	\$142.11

**Post-Secondary Partial-Load Instructors**

STEP LEVEL	1.75% Effective October 1, 2017	2.0% Effective October 1, 2018	2.0% Effective October 1, 2019	2.0% Effective October 1, 2020
Minimum	\$55.10	\$56.20	\$57.33	\$58.48
Step 1	\$58.98	\$60.16	\$61.36	\$62.59
Step 2	\$62.81	\$64.06	\$65.34	\$66.65
Step 3	\$66.66	\$67.99	\$69.35	\$70.74
Step 4	\$70.50	\$71.91	\$73.35	\$74.81
Step 5	\$74.37	\$75.86	\$77.38	\$78.92
Step 6	\$78.20	\$79.77	\$81.36	\$82.99
Step 7	\$82.03	\$83.67	\$85.35	\$87.05
Step 8	\$85.87	\$87.59	\$89.34	\$91.13
Step 9	\$89.70	\$91.50	\$93.33	\$95.19
Step 10	\$93.59	\$95.46	\$97.37	\$99.31

**Non-Post-Secondary Partial-Load Instructors**

STEP LEVEL	1.75% Effective October 1, 2017	2.0% Effective October 1, 2018	2.0% Effective October 1, 2019	2.0% Effective October 1, 2020
Minimum	\$49.59	\$50.58	\$51.60	\$52.63
Step 1	\$53.06	\$54.12	\$55.20	\$56.31
Step 2	\$56.52	\$57.65	\$58.80	\$59.98
Step 3	\$60.00	\$61.20	\$62.42	\$63.67
Step 4	\$63.42	\$64.69	\$65.99	\$67.31
Step 5	\$66.90	\$68.24	\$69.61	\$71.00
Step 6	\$70.37	\$71.78	\$73.21	\$74.68
Step 7	\$73.82	\$75.29	\$76.80	\$78.34
Step 8	\$77.30	\$78.84	\$80.42	\$82.03
Step 9	\$80.73	\$82.35	\$84.00	\$85.68
Step 10	\$84.23	\$85.92	\$87.64	\$89.39

**26.05** A partial-load employee shall pay dues in accordance with Article 10, Union Deduction.

**26.06 Insured Group Benefits**

**26.06 A Extended Health, Vision and Hearing Care**

The College shall pay 100% of the billed premium of the Extended Health Plan found in Article 19, Other Insurance Plans, for partial-load employees, excluding Vision and Hearing coverage, and subject to the application procedures for this benefit, with the exception of those employees who opt out of the plan because of spousal coverage elsewhere.

The College shall provide for access to the Dental, Vision Care, Hearing Care, Critical Illness/Catastrophic Event Insurance and Life Insurance Plans found in Article 19, Other Insurance Plans, for partial-load employees provided the premium is paid by the employee.

Details regarding participation, eligibility, waiting period, benefit level and premium sharing are as follows:

	<b>Extended Health</b>	<b>Vision Care</b>	<b>Hearing Care</b>	<b>Critical Illness/ Catastrophic Event</b>
<b>Participation</b>	Required with opt out option	Voluntary if Extended Health elected	Voluntary if Extended Health elected	Voluntary
<b>Eligibility</b>	All partial-load employees under contract	All partial-load employees under contract	All partial-load employees under contract	As per full-time employees
<b>Waiting Period</b>	First of month following the completion of one calendar month	First of month following the completion of one calendar month	First of month following the completion of one calendar month	As per full-time employees
<b>Benefit Level</b>	As per full-time employees	As per full-time employees	As per full-time employees	As per full-time employees
<b>Premium Sharing</b>	100% employer paid	100% employee paid	100% employee paid	100% employee paid

**26.06 B Dental Care**

	<b>Dental Plan</b>
<b>Participation</b>	Voluntary
<b>Eligibility</b>	All partial-load employees under contract
<b>Waiting Period</b>	First of month following the completion of six calendar months
<b>Benefit Level</b>	As per full-time employees
<b>Premium Sharing</b>	100% employee paid

**26.06 C Life Insurance Plans**

	<b>Basic and AD &amp; D</b>	<b>Supplementary Employee and Dependent</b>	<b>Optional</b>
<b>Participation</b>	Voluntary	Voluntary	Voluntary
<b>Eligibility</b>	All partial-load employees under contract	All partial-load employees under contract up to age 65	All partial-load employees under contract up to age 65
<b>Waiting Period</b>	First of month following the completion of one calendar month	First of month following the completion of one calendar month	First of month following the completion of one calendar month
<b>Benefit Level</b>	As per full-time employees	As per full-time employees	As per full-time employees
<b>Premium Sharing</b>	100% employee paid	100% employee paid	100% employee paid

**26.06 D Group Insurance - Bridging Benefit**

If upon termination of a contract there is a written contract for future employment as a partial-load employee, the employee, by paying 100% of the premiums for the benefits, may continue participation throughout the period between contracts in any group insurance plan in which that employee was participating.

Where the College is anticipating re-employment of a partial-load employee, the College is encouraged, where feasible, to provide a written contract upon termination.

If an employee is re-employed within 6 months of the end of any contract, waiting periods for group insurance plans will be waived.

**26.07 Tuition Subsidy and Leaves of Absence**

The College shall provide partial-load employees with access to the rights provided in Article 12, Tuition Subsidy; Article 21, Leaves of Absence; Article 22, Pregnancy and Parental Leave, and Article 23, Prepaid Leave Plan, of this Agreement. Details regarding participation, eligibility, waiting period and benefit level are as follows:

	<b>Tuition Subsidy</b>	<b>Leaves of Absence</b>	<b>Pregnancy and Parental Leave</b>	<b>Prepaid Leave Plan</b>
<b>Participation</b>	All partial-load employees under contract	All partial-load employees under contract	All partial-load employees under contract	All partial-load employees under contract
<b>Eligibility</b>	All partial-load employees under contract	All partial-load employees under contract	All partial-load employees under contract	All partial-load employees under contract
<b>Waiting Period</b>	Nil	Nil	Nil	Nil
<b>Benefit Level</b>	As provided under Article 12 - Tuition Subsidy  Shall be paid for regularly scheduled days of work	As provided under Article 21 - Leaves of Absence  Shall be paid for regularly scheduled days of work	As provided under Article 22 - Pregnancy and Parental Leave  Shall be paid for regularly scheduled days of work  SUB payments as per Article 22 of the Agreement and insured benefits, if any, shall not go beyond the end of the employee's contract	As provided under Article 23 - Prepaid Leave Plan  Shall be paid for regularly scheduled days of work  Monies can only be deferred until the end of the employee's contract

**26.08 Short-Term Disability Plan**

**26.08 A** Partial-load employees will be covered by the Short-Term Disability Plan described in Article 17 of this Agreement with the 20 working days of coverage for 100% regular pay to be pro-rated in accordance with the table found in 26.08 B. Details regarding participation, eligibility, waiting period and benefit level are as follows:

	<b>Sick Leave Plan</b>
<b>Participation</b>	All partial-load employees under contract
<b>Eligibility</b>	All partial-load employees under contract
<b>Waiting Period</b>	Nil
<b>Benefit Level</b>	Same as full-time employees except that annual entitlement is pro-rated based on length of contract and number of Teaching Contact Hours in accordance with 26.08 B.

**26.08 B Partial-Load Sick Leave Pro-rating Table (In Hours)**

NUMBER OF WHOLE OR PARTIAL CALENDAR MONTHS OF CONTRACT	NUMBER OF WEEKLY CONTACT HOURS					
	7	8	9	10	11	12
	NUMBER OF HOURS OF PAID SICK LEAVE					
1	3	3	4	4	4	5
2	6	6	7	8	9	10
3	8	10	11	12	13	14
4	11	13	14	16	18	19
5	14	16	18	20	22	24
6	17	19	22	24	26	29
7	20	22	25	28	31	34
8	22	26	29	32	35	38
9	25	29	32	36	40	43
10	28	32	36	40	44	48

**26.08 C Sick Leave Plan - Bridging Benefit**

Partial-load employees hired up to and including March 31, 1991 who were re-hired within 6 months of the end of any contract, or who were re-hired within 6 months of the end of any approved leave of absence or where upon termination there was a written contract for future employment as a partial-load employee shall be covered by the cumulative sick leave plan which was in place for the full-time academic employees hired up to and including March 31, 1991.

Partial-load employees hired on or after April 1, 1991 are covered by the short-term disability plan described in Article 17 as modified by Articles 26.08 A and 26.08 B but will also enjoy the bridging provisions as set out above.

## 26.09 Statutory and College Holidays

Partial-load employees who are under contract on the last working day prior and the working day subsequent to a holiday as defined in Article 16, Holidays, shall be paid for these if they are regularly scheduled teaching days. Under contract means there is a written contract between the College and the employee. Details regarding participation, eligibility, waiting period and benefit level are as follows:

	<b>Statutory and College Holidays</b>
<b>Participation</b>	All partial-load employees under contract
<b>Eligibility</b>	All partial-load employees under contract
<b>Waiting Period</b>	Nil
<b>Benefit Level</b>	Partial-load employees will receive regular pay if: (i) the holiday occurs on a day the employee would have been scheduled to work, and (ii) the employee was in attendance the scheduled day of work, both before and after the holiday.

## 26.10 Job Security

**26.10 A** It is agreed that Article 27, Job Security, has no application to partial-load teachers except as referred to in 27.04 A, 27.06 A (iv), (v), (vi), 27.08 B, 27.11 B and 27.12. Such partial-load teachers may be released upon 30 days' written notice and shall resign by giving 30 days' written notice.

**26.10 B** For the purpose of determining the service of a partial-load teacher under 27.06 A (iv), (v), (vi), and 27.08 B and for the purpose of determining progression through the grid ten months of on-the-job experience will entitle the employee to one year of service and to progress one step on the grid, except as noted in 26.10 C.

**26.10 C** On-the-job experience will be calculated as follows: a partial-load teacher will be entitled to credit for service from September 1, 1971 (but not earlier) on the basis of ½ month's credit for each full month of service up to January 1, 1977 and thereafter on the basis of ½ month's credit for each calendar month in which the employee teaches 30 hours or more and from October 1, 2017 (but not earlier) on the basis of one month credit for each calendar month in which the employee teaches 30 hours or more.

**26.10 D** In addition to maintaining a record of a partial-load employee's job experience, the college will keep a record of the courses that the employee has taught and the departments/schools where the partial-load employee has taught such courses.

By October 30<sup>th</sup> in each calendar year, a currently or previously employed partial-load employee must register their interest in being employed as a partial-load employee in the following calendar year. This individual will be considered a registered partial-load employee for the purpose of 26.10 E.



All partial-load employees employed for all or part of the period from September 1 to December 31, 2017 will be deemed to have registered for the 2018-2019 academic year.

**26.10 E** Subject to the application of Articles 2.02 and 27.06 A, commencing in the 2018-2019 academic year, where the school or department within a college determines that there is a need to hire a partial-load employee to teach a course that has previously been taught by that registered partial-load employee in the department/school, it will give priority in hiring to such partial-load employee if:

- (i) They are currently employed, or if they have previously been employed as a partial-load employee for at least eight (8) months of service as defined in 26.10 C within the last four (4) academic years, and
- (ii) The assignment of such course will not cause the employee to exceed the maximum teaching contact hours for partial-load employees.

The offer of partial-load employment is conditional on the college subsequently determining there is sufficient enrolment to warrant the assignment being offered. Where two (2) or more partial-load employees would be entitled to be offered the course assignment, the employee with the most service will be offered the first opportunity.

## **Article 27 JOB SECURITY**

**27.01** A full-time employee shall be appointed to regular status upon successful completion of the probationary period and be credited with seniority at least equal to the probationary period served.

### **Probationary Period**

**27.02 A 1** A full-time employee will be on probation until the completion of the probationary period. This shall be one year of continuous active employment for full-time employees employed after September 23, 2014.

**27.02 A 2** The probationary period of an employee may be extended for up to one additional year where the College determines that the employee's performance has not met expectations. The College shall provide a performance improvement plan to the employee. The plan shall specify the areas where improvement is needed and the supports and resources that the College will provide to the employee. The Union Local will be notified if an employee's probationary period is extended.

**27.02 B** The probationary period for an employee shall alternatively consist of 12 full months of non-continuous employment (in periods of at least one full month each) in a 24 calendar month period. For the purposes of 27.02 B, a calendar month in which the employee completes 15 or more days worked shall be considered a "full month".

If an employee completes less than 15 days worked in each of the calendar months at the start and end of the employee's period of employment and such days worked, when added together, exceed 15 days worked, an additional full month shall be considered to be completed.

**27.02 C** Active employment, for the purposes of the probationary period for an employee will include the vacation period and accumulated absences of less than 20 working days.

**27.02 D** During the probationary period an employee will be informed in writing of the employee's progress at intervals of four months continuous employment or four full months of accumulated non-continuous employment and a copy given to the employee.

**27.02 E** A probationary employee may be released upon at least 30 calendar days' written notice or pay in lieu thereof. If requested by the employee, the reason for such release will be given in writing.

**27.02 F** The Union Local shall be advised of the date on which an employee completes the probationary period.

### **Seniority**

**27.03 A** The calculation of seniority for full-time employees whose service includes some work performed during certain periods shall be governed by the following:

- (i) effective September 1, 1976, seniority shall include the period of 24 full months of non-continuous employment (in periods of at least one full month each) in a 48 calendar month period, for those who completed a probationary period on that basis since that date. For this purpose, only the period after September 1, 1975, shall be considered and no prior employment or calendar period shall be taken into account or credited.

However, an employee's continuous service acquired in accordance with the provisions of the Agreement dated September 17, 1975, as at August 31, 1976, for the period back to September 1, 1975, shall count as continuous employment or months of non-continuous accumulated employment for the purpose of this provision;

- (ii) for the purpose of (i), effective September 1, 1976, a calendar month in which the employee completes 15 or more days worked shall be considered a "full month";
- (iii) for the purpose of (i) and (ii), effective September 1, 1981, if an employee completes less than 15 days worked in each of the calendar months at the start and end of the employee's period of employment and such days worked, when added together, exceed 15 days worked an additional full month shall be considered to be completed.

**27.03 B** An employee who commenced full-time employment with the College directly from the College's predecessor educational institutions shall be credited for the purpose

of this Article with seniority equal to the employee's continuous service in such predecessor institutions. Predecessor institutions of a particular College are institutions where programs previously offered by that institution were continued at the College, and the staff associated with those programs became employees of the College.

**27.03 C** A full-time employee shall continue to accumulate seniority for the purpose of this Article while:

- (i) in the College's active employ;
- (ii) employed and absent through verified illness or injury;
- (iii) on a College-approved leave of absence for up to 24 months. Secondments are appointments to an employer or agency other than the College;
- (iv) on a College-approved leave of absence on an exchange program;
- (v) on a College-approved professional development leave of absence;
- (vi) on a College-approved secondment for up to 24 months; or
- (vii) temporarily assigned within the College to a position outside the bargaining unit, for up to 24 months. A person may not combine such assignments to accrue greater than 24 months seniority under this section (vii).

**27.03 D** Seniority shall be lost and employment deemed terminated if:

- (i) an employee is discharged and is not reinstated through the grievance or arbitration procedure;
- (ii) a person is laid off for more than 24 months;
- (iii) an employee resigns or leaves the employ of the College;
- (iv) a person on lay-off fails to return to the College's employ in accordance with the notice of recall. A person on lay-off shall not lose seniority and shall not be deemed to be terminated where the person is unable to return to the College's employ, on one occasion only during the lay-off, where a notice of recall is of one month's duration or less. It is understood that in such circumstances, the College and the employee may mutually agree to adjust the period of the notice of recall where educational and operational objectives so require;
- (v) a person utilizes a leave of absence for other than the reason for which the leave of absence is given; or
- (vi) a person fails to return upon the completion of any leave of absence except for reasons satisfactory to the College.

- 27.03 E 1** A person who has been in a position that is now covered by the Agreement and has been or is assigned up to and including August 31, 1978, a position with the College outside the Agreement will be credited with and continue to accumulate seniority for the purpose of this Agreement while in the employ of the College.
- 27.03 E 2** Employment with the College in a position ordinarily outside the bargaining unit in the course of which teaching, counselling or library assignments have been undertaken in the College (other than on an unusual or isolated basis) shall count in computing seniority of persons hired by the College in positions outside the Agreement. Such seniority shall be credited in the proportion that the teaching, counselling or library assignment is of a full-time assignment based on one-quarter, one-half or three-quarters of a month of seniority for each full month's employment.
- 27.03 E 3** A person who is covered by the Agreement and is permanently assigned a position with the College outside the Agreement after August 31, 1978, will be credited with and maintain seniority as at the date of assignment for six years thereafter while in the employ of the College. Should such person be permanently assigned to a position outside of the bargaining unit, within six months following a temporary assignment within the College outside the bargaining unit, the seniority accumulated during the temporary assignment shall not be credited to the person.
- 27.03 E 4** Seniority credited pursuant to this Article can only be exercised once the person concerned has entered or re-entered the bargaining unit as the case may be.

## **Lists**

- 27.04 A** In January of each year, the College shall prepare and post lists as follows:
- (i) a seniority list of all regular full-time employees showing the employee's name, classification, division or department, and seniority as determined pursuant to this Article.
  - (ii) a list of all probationary employees showing the employee's name, classification, division or department, date of hire, and date of completion of the probationary period.
  - (iii) a seniority list of all partial-load employees employed since the previous January showing the employee's name, division or department, and accumulated service to date.

Such lists shall also be sent to the Union Local President.

**27.04 B** Such lists shall be posted for at least two weeks and the information contained therein shall be considered correct for all purposes unless the employee disputes its accuracy within such two week period by filing written notice thereof with the College.

**27.04 C** If an error is established subsequent to the period referred to in 27.04 B, the correction shall not render the College liable in any manner for actions based thereon.

## **Layoff and Involuntary Transfer**

**27.05** When a College plans to lay-off or to reduce the number of full-time employees who have completed the probationary period, or plans the involuntary transfer of such employees to other positions than those previously held as a result of such a planned lay-off or reduction of employees the following procedure shall apply:

- (i) The College will notify the Union Local President and the College Employment Stability Committee (CESC) of the planned staff reduction and the courses, programs or services affected.
- (ii) Within seven calendar days of the receipt of such notification, the CESC shall meet for the purpose of the College advising of the circumstances giving rise to the planned staff reduction and the employees affected.
- (iii) If requested by a member of the CESC within three calendar days following the meeting under 27.05 (ii), the CESC shall meet within seven calendar days of receipt of such request for the purpose of discussing the planned staff reduction, the circumstances giving rise to the reduction, the basis for the selection of the employees affected and the availability of alternative assignments. It being understood that the College reserves the right to determine the number and composition of full-time, partial-load and part-time or sessional teaching positions, the College shall give preference to continuation of full-time positions over partial-load, part-time or sessional positions subject to such operational requirements as the quality of the programs, their economic viability, attainment of program objectives, the need for special qualifications and the market acceptability of the programs to employers, students and the community. The CESC may require that further meetings be held.
- (iv) The CESC and the parties shall maintain the confidentiality of the meetings and the identity of all employees discussed except as specifically waived by mutual consent of the Union Local and the College.
- (v) Additional representatives of the College and the Union in equal numbers may attend CESC meetings under 27.05 (ii) and 27.05 (iii) where requested by the CESC to assist the committee. However, the attendance of additional persons pursuant to this paragraph shall not cause any delay in the meetings or the notice to individuals affected by the staff reduction.
- (vi) Upon completion of its deliberations the CESC shall forward its recommendations, if any, to the College President and the Union Local President, who shall maintain the confidentiality of the recommendations.
- (vii) When a College decides, following such meetings, to proceed with a lay-off of one or more employees who have completed the probationary period written notice of lay-off of not less than 90 calendar days shall be given to employees being laid off. If requested by the employee, a College representative will be available to meet with the employee within three

calendar days to discuss the basis of the College selection of the employees affected.

**27.06 A** When the College decides to lay off or to reduce the number of full-time employees who have completed the probationary period or transfer involuntarily full-time employees who have completed the probationary period to another position from that previously held as a result of such lay-off or reduction of employees, the following placement and displacement provisions shall apply to full-time employees so affected. Where an employee has the competence, skill and experience to fulfill the requirements of the full-time position concerned, seniority shall apply consistent with the following:

- (i) An employee will be reassigned within the College to a vacant full-time position in lieu of being laid off if the employee has the competence, skill and experience to perform the requirements of a vacant position.
- (ii) Failing placement under 27.06 A (i), such employee shall be reassigned to displace another full-time employee in the same classification provided that:
  - (a) the displacing employee has the competence, skill and experience to fulfill the requirements of the position concerned;
  - (b) the employee being displaced has lesser seniority with the College.
- (iii) Failing placement under 27.06 A (ii), such employee shall be reassigned to displace a full-time employee in another classification upon acceptance of the identical employment conditions as the classification concerned provided that:
  - (a) the displacing employee has the competence, skill and experience to fulfill the requirements of the position concerned;
  - (b) the employee being displaced has lesser seniority with the College.
- (iv) Failing placement under paragraph 27.06 A (iii), such employee shall be reassigned to displace two partial-load employees provided that:
  - (a) the displacing employee has the competence, skill and experience to fulfill the requirements of the position concerned; and
  - (b) each of the partial-load employees being displaced has lesser months of service with the College as determined in Article 26, Partial-Load Employees, than such displacing employee's months of seniority; and
  - (c) it is understood that the College retains the right to assign additional work to the employee, where warranted, subject to the limits prescribed by Article 11, Workload.
- (v) (a) Failing placement under 27.06 A (iv) or where the employee has waived in writing the right in 27.06 A (iv), such employee shall be reassigned to displace one partial-load employee and one or more part-

- time employees whose assigned courses are as described in 27.06 A (v) (b), provided that:
- (i) the displacing employee has the competence, skill and experience to fulfill the requirements of the position concerned; and
  - (ii) each of the employees being displaced has lesser months of service with the College (as determined in Article 26, Partial-Load Employees, or Appendix VI, as appropriate) than such displacing employee's months of seniority; and
  - (iii) it is understood that the College retains the right to assign additional work to the employee where required so that the work assignment so created constitutes a full-load assignment in accordance with the limits prescribed by Article 11, Workload.
- (b) The courses taught by the part-time employees displaced must be:
- (i) the same as, or
  - (ii) essentially the same as, or
  - (iii) pre-requisite courses to those taught by the partial-load employee concerned.
- (c) Such employee shall have the lay-off notice extended until completion of the assignment so created and shall maintain current salary and benefits for the duration of that assignment.
- (d) Upon completion of the assignment so created, or as mutually agreed between the College and the employee, such employee shall be reassigned to a vacant full-time position if the employee has the competence, skill and experience to perform the requirements of a vacant full-time position.
- (e) Failing placement under 27.06 A (v) (d), such employee shall be laid off without further notice upon completion of the partial-load assignment.
- (vi) (a) Failing placement under 27.06 A (v) or where the employee has waived in writing the right in 27.06 A (v), such employee shall be reassigned to displace one partial-load employee and engage in approved retraining activities such that the employee retains current salary and benefits for the duration of the partial-load assignment provided that:
- (i) the displacing employee has the competence, skill and experience to fulfill the requirements of the position concerned; and
  - (ii) the partial-load employee being displaced has lesser months of service with the College (as determined in Article 26, Partial-Load Employees) than such displacing employee's months of seniority.

- (b) Such employee shall have the lay-off notice extended until completion of the partial-load employee's assignment and shall maintain current salary and benefits for the duration of the partial-load assignment.
  - (c) Upon completion of the partial-load assignment, or as mutually agreed between the College and the employee, such employee shall be reassigned to a vacant full-time position if the employee has the competence, skill and experience to perform the requirements of a vacant full-time position.
  - (d) Failing placement under 27.06 A (vi) (c), such employee shall be laid off without further notice upon completion of the partial-load assignment.
- (vii)
- (a) Failing placement under 27.06 A (vi) (a), or where the employee has waived in writing the right in 27.06 A (vi) (a), such employee shall be reassigned to displace a sessional employee (who has more than 90 days remaining on the sessional employee's term appointment) provided that the displacing employee has the competence, skill and experience to fulfill the requirements of the position concerned.
  - (b) Such employee shall have the lay-off notice period extended until completion of the sessional employee's assignment and shall maintain current salary and benefits for the duration of the sessional assignment.
  - (c) Upon completion of the sessional assignment or as mutually agreed between the College and the employee, such employee shall be reassigned to a vacant full-time position if the employee has the competence, skill and experience to perform the requirements of a vacant full-time position.
  - (d) Failing placement under 27.06 A (vii) (c), such employee shall be laid off without further notice.
- (viii)
- (a) Failing placement under 27.06 A (vii) (a), or where the employee has waived in writing the right in 27.06 A (vii), such employee shall be reassigned to displace a part-time employee upon acceptance of the identical employment conditions as the part-time employee concerned provided that:
    - (i) the displacing employee has the competence, skill and experience to fulfill the requirements of the position concerned; and
    - (ii) the part-time employee being displaced has lesser months of service with the College as determined in Appendix VI than such displacing employee's months of seniority.
  - (b) Such a reassigned person shall be deemed to be laid off and eligible for recall in accordance with 27.09 B and 27.09 C, 27.03 D and the rights under 27.09 A.



- (c) Failing placement under 27.06 A (viii) (a), such employee shall be laid off with written notice of not less than 90 calendar days. Such employee shall be granted release from all or part of the normally assigned duties, for this period of notice, for the purpose of engaging in retraining activities, where such release is feasible given the normal operational requirements facing the College. Where such release is not possible, the notice period shall be extended by up to 90 days to permit retraining and the employee shall maintain current salary and benefits for the duration of the notice period.
- (d) At the termination of the period referred to in 27.06 A (viii) (c), such employee shall be reassigned to a vacant full-time position, if the employee has the competence, skill and experience to perform the requirements of a vacant full-time position.
- (e) Failing placement under 27.06 A (viii) (d), such employee shall be laid off without further notice.

**27.06 B** Consideration of an employee's experience shall include educational, teaching, practical, research, or other experience, of which the College has been made aware.

**27.07** The lay-off of employees arising from a strike by employees in the support staff bargaining unit shall not require notice as set out in 27.05 and 27.14. Provided the lay-off of employees is in a uniform manner, 27.06 shall not apply.

A probationary employee shall have employment bridged over the period and shall be credited with employment as at the date of lay-off.

### **Lay-Off Grievances**

**27.08 A** An employee claiming improper lay-off, contrary to the provisions of this Agreement, shall state in the grievance the positions occupied by full-time and non-full-time employees whom the employee claims entitlement to displace. The time limit referred to in 32.01 for presenting complaints shall apply from the date written notice of lay-off is given to the employee.

**27.08 B** If the grievance is processed through the Grievance Meeting, the written referral to arbitration in 32.03 A shall specify, from the positions originally designated in 27.08 A, two full-time positions, or positions occupied by two or more partial-load or part-time employees (the sum of whose duties will form one full-time position), who shall thereafter be the subject matter of the grievance and arbitration. The grievor shall be entitled to arbitrate the grievance thereafter under only one of (i), (ii), (iii), (iv), (v), (vi), (vii), or (viii) of 27.06 A.

### **Post Lay-Off Considerations**

**27.09 A** To assist persons who are laid off, the College agrees to the following:

- (i) Such a person may take, one program or course offered by the College, for a nominal tuition fee of not more than \$20.00 per course.

The employee must meet the College entrance and admission requirements and is subject to academic policies after admission.

Funds from the Joint Employment Stability Reserve Fund (JESRF) may be used to support the tuition.

In addition, the College shall consider and implement such retraining opportunities as the College may consider feasible.

- (ii) Before the College hires a sessional employee, a person who has been laid off under 27.06 A within the last twenty-four months and has not elected severance under 27.10 A shall be offered the sessional appointment provided that the former employee has the competence, skill, and experience to fulfil the requirements of the sessional position concerned. The applicable salary for the duration of the sessional appointment shall be at the current base salary rate, at the step level in effect at the time of lay-off.

For the purpose of Appendix V, the former employee will be deemed to be a new hire. This sessional employee will terminate employment at the end of the sessional appointment.

For the purposes of 27.03 D and 27.09 B the former employee will be deemed to be still on lay-off during the sessional appointment.

- (iii) The College shall consider additional means of support such as career counselling and job search assistance where such activities are expected to assist the individual in making the transition to a new career outside the Bargaining Unit.

## **Recall**

**27.09 B** Before hiring full-time employees, an individual who has been laid off under 27.06 will be recalled to that individual's former or another full-time position, provided that the individual has the competence, skill, and experience to fulfill the requirements of the position concerned. Such recall entitlement shall apply during the period of two years from the date of lay-off.

**27.09 C** If more than one individual is entitled to recall to a position under 27.09 B, the individual with the greater seniority will be recalled.

**27.09 D** In the event of a recall being made by the College, the College shall advise the Union Local President of the names and classifications of the individuals recalled.

## Severance

**27.10 A** A Severance Pay Plan on lay-off provides for severance payment to full-time employees with two or more full years of continuous service up to a maximum payment at 23 or more years continuous service with the College, provided the employee gives the College written election of severance within 120 calendar days after termination of the notice period and waives all recall rights under the Agreement. (Employees should also refer to the *Employment Standards Act* (Ontario) regarding severance and recall).

**27.10 B** Severance payment shall be in accordance with the following scale based on the number of full years of continuous service with the College as at the date of lay-off based on the employee's annual base salary rate as of that date, as set out in Article 14.

Full years of continual service at date of lay-off	Per cent of employee's annual base salary rate at date of lay-off
2 yrs	9%
3 yrs	11%
4 yrs	13%
5 yrs	15%
6 yrs	17%
7 yrs	19%
8 yrs	21%
9 yrs	23%
10 yrs	25%
11 yrs	27%
12 yrs	29%
13 yrs	31%
14 yrs	33%
15 yrs	35%
16 yrs	37%
17 yrs	39%
18 yrs	41%
19 yrs	43%
20 yrs	45%
21 yrs	47%
22 yrs	49%
23 yrs or more	50%

## Postings

**27.11 A** Notice will be posted in the College of all vacancies of full-time positions in the bargaining unit. Such notice will be posted for at least five working days. At the same time, notice of these vacancies will be sent to the Union Local President and shall be forwarded to the electronic Central Registry, maintained by the Council, where the notice shall remain posted for at least five working days. [website: <http://ontariocollegeemployment.ca>].

**27.11 B** Where a vacancy of a full-time position in the bargaining unit occurs consideration shall first be given to full-time and current partial-load employees or persons who

have been partial-load employees within four (4) months prior to the posting. These applicants shall be considered internal applicants.

If the vacancy is not filled internally, the College will give consideration to applications received from academic employees laid off at other Colleges before giving consideration to other external applicants. Such consideration shall be given for up to and including ten working days from the date of posting as described in 27.11 A.

Consideration will include review of the competence, skill and experience of the applicants in relation to the requirements of the vacant position.

## **Personnel Lists**

**27.12** During the last week of September, January and May the College shall notify the Union Local President of all personnel covered by the Agreement hired or terminated since the last notification, together with the classification, location and Division or Department concerned. At such times, the College shall also include notification of all hirings of personnel assigned to teach credit courses including, in particular, sessional appointments.

## **Resignation**

**27.13** An employee shall resign by giving at least 90 calendar days' written notice to the College, failing which (and unless otherwise agreed between the employee and the College) the employee shall receive the minimum vacation payment to which the employee is entitled under applicable legislation in lieu of any vacation pay or credit to which the employee is entitled under this Agreement.

## **Discharge**

**27.14 A** An employee being discharged who has completed the probationary period shall be notified in writing by the College President or the person(s) the College President designates for that purpose. When the reasons for discharge of the employee are not such as to warrant immediate discharge, the College will give 90 calendar days' written notification. Any vacation entitlement of an employee shall be paid in addition to the 90 days' notice period or to any payment in lieu thereof.

**27.14 B** The release or dismissal of a probationary employee from employment is within the discretion of the College and is not covered by the provisions of the Agreement and is therefore not grievable or arbitrable, but may be subject to the internal complaint process as referred to in 7.02 (iii). An employee who has completed the probationary period and is discharged for cause may lodge a grievance in the manner and to the extent provided in the Grievance and Arbitration Procedures, or in the Expedited Arbitration Process.

## **General**

**27.15** An employee reassigned by the College under the provisions of 27.06 A to a work location more than 80 kilometres distant from the employee's previous work location shall be reimbursed for necessary expenses incurred in transporting the employee's household furniture and effects to a residence near such new work location up to a maximum amount of \$1,000. Packing and insurance charges shall not qualify as an expense for reimbursement purposes. To qualify for reimbursement, such relocation of residence and expense incurred as a result must take place within one year of the reassignment.

**27.16** Extension and Continuing Education programs and courses which are not included in the regular assignment of full-time employees are excluded from the application of this Article for all purposes.

## **Article 28**

### **EMPLOYMENT STABILITY**

**28.01 A** The parties hereto subscribe to certain objectives and principles as follows:

- (i) that employment stability should be enhanced, within the resources available, through both long-term and short-term strategies;
- (ii) that such strategies could include, but not necessarily be restricted to, planning, retraining, early retirement, alternative assignments, secondments, employee career counselling, job sharing and professional development;
- (iii) that data which are relevant to employment stability should be made available to both parties;
- (iv) that procedures should be in place to deal with situations that arise in which, notwithstanding the best efforts of both parties, lay-offs and/or reductions in the number of employees who have completed the probationary period become necessary; and,
- (v) that resources should be made available to achieve, to the degree that it is feasible, these objectives and principles.

**28.01 B** The parties have agreed to the following provisions, in order to achieve, to the degree that it is feasible, the foregoing objectives and principles.

**28.02 A** There shall be established, at each College, a College Employment Stability Committee (CESC).

**28.02 B** Each CESC will be composed of four members, with two to be appointed by the College and two by the Union Local. The term of office of each member shall be one year, which may be renewable, commencing on September 1 of each year. Alternative arrangements may be made at the local level upon agreement of the Union Local and the College.

- 28.03** The functions of the CESC shall be to:
- (i) perform the functions conferred upon it in 27.05, 28 and 29;
  - (ii) recommend long-term and short-term strategies to enhance employment stability; and
  - (iii) administer and make decisions with respect to the Joint Employment Stability Reserve Fund (JESRF) established under 28.08, as specifically prescribed in 27.09 A, 28.04, 28.05 and 28.06.
- 28.04** The functions of the CESC shall include the making of recommendations with respect to long-term strategies to enhance employment stability, having regard to available resources. Activities may include, but not necessarily be restricted to:
- (i) receiving and analyzing data provided under the Agreement with the objective of creating a data base;
  - (ii) identifying needs for further data collection;
  - (iii) analyzing, on an ongoing basis, internal and external trends which may have impact on employment stability, such as areas of growth and decline and changing resource levels and priorities;
  - (iv) developing strategies including retraining, early retirement, alternate assignments, secondments, professional leaves, employee career counselling, job sharing, professional development, pre-retirement planning and voluntary transfer.
- 28.05** The functions of the CESC shall include the making of recommendations with respect to short-term strategies to enhance employment stability, having regard to available resources. Activities may include, but not necessarily be restricted to:
- (i) receiving data concerning vacancies at other Colleges under 27.11, and distributing information concerning such vacancies and providing assistance to employees regarding such vacancies;
  - (ii) developing strategies including retraining, early retirement, alternate assignments, secondments, professional leaves, employee career counselling, job sharing, professional development, pre-retirement planning and voluntary transfer;
  - (iii) identifying local adaptations of other provisions of the Agreement which may have an impact on employment stability.
- 28.06** The CESC shall administer and make decisions with respect to the Joint Employment Stability Reserve Fund (JESRF), established under 28.08, by using the JESRF, or such portion as the CESC considers appropriate, to facilitate employment stability strategies, both long-term and short-term.

- 28.07 A** The CESC shall make any recommendations that it is empowered to make under 27.09 A, 28.04 and 28.05 and any decisions that it is empowered to make under 28.06 by majority vote, subject to 28.07 B and 28.09. The decision of the CESC under 28.06 shall be final and binding on the parties and any employee affected by the decision. In making any decision under 28.06, the CESC shall have no power to alter, modify or amend any part of the Agreement nor to make any decision inconsistent therewith.
- 28.07 B** Where there is no majority decision with respect to any recommendation under 27.09 A, 28.03 (i), 28.04 or 28.05, each of the members of the CESC may make separate recommendations.
- 28.08 A** There shall be established at each College a Joint Employment Stability Reserve Fund (JESRF).
- 28.08 B** The College shall make an annual contribution to the JESRF, to be made on or before September 1 in each year, in an amount equal to \$50.00 per full-time member of the bargaining unit at the College, provided that where the amount of the JESRF is equal to or exceeds an amount equal to \$500.00 per full-time member of the bargaining unit at the College, the obligation of the College to contribute to the JESRF shall be suspended until the JESRF is again below that amount. In such a case, the next annual contribution required by the College shall again be \$50.00 per full-time member of the bargaining unit at the College or the amount required to restore the JESRF to \$500.00 per full-time member, whichever is less.
- 28.08 C** The JESRF shall be maintained at a bank or other financial institution at which the College maintains one or more of its accounts, and shall be maintained under the supervision of the chief financial officer of the College. The books and records of the JESRF shall be open for inspection by any member of the CESC at any time during regular business hours.
- 28.08 D** Any requisition for a cheque and/or withdrawal from an account in which the JESRF is maintained shall be countersigned by one member of the CESC appointed by the College and one member appointed by the Union Local.
- 28.08 E** Surplus funds, if any, that are not immediately required for the purposes of 28.06 may be invested on the instructions of the CESC in any account or certificate of deposit maintained at or issued by a bank or financial institution.
- 28.08 F** While it is recognized that the specific financial obligation by the College to the JESRF is the annual contribution to the JESRF (subject, in addition, to any other specific obligations imposed by this Agreement), it is understood that this is not to act as a limitation on either the College's or the Union Local's ability to explore and utilize other means of enhancing employment stability, including contributing additional funds to the JESRF.
- 28.09 A** Where there is no majority decision under 28.06, any member of the CESC may refer the matter to the Employment Stability Reserve Fund Arbitrator (ESRFA).
- 28.09 B** There shall be an Employment Stability Reserve Fund Arbitrator established at each College to be appointed by agreement of the President of the College or the

President's designee and the President of the Union Local. The appointment, which may be renewable by mutual agreement, shall be for one year, commencing on September 1 and expiring on August 31. In the event that the President of the College or the President's designee and the President of the Union Local are unable to agree upon the appointment of an ESRFA, either the College or the Union Local may request the Minister of Labour to appoint an ESRFA and the ESRFA shall, upon appointment by the Minister of Labour, have the same powers as if the appointment had been made by the College and the Union Local.

- 28.09 C** The ESRFA may make any decision that the CESC is empowered to make under 28.06.
- 28.09 D** The ESRFA shall determine appropriate procedure and shall issue a decision within ten calendar days of the referral of the matter to the ESRFA. The ESRFA shall hear the representations of the parties and shall adopt the most expeditious and informal procedure possible.
- 28.09 E** The decision of the ESRFA shall be final and binding on the parties and any employee affected by the decision. The ESRFA shall have no power to alter, modify or amend any part of the Agreement nor to make any decision inconsistent therewith.
- 28.09 F** The College and the Union shall each pay one-half of the fees and expenses of the ESRFA.

## **Article 29**

### **EXTENDED STAFF REDUCTION**

- 29.01** When a College plans to reduce the number of full-time regular employees who have completed the probationary period by lay-off of five percent or 20 employees whichever is less the following provisions shall apply prior to the application of the procedures set out in 27.05 (vii) and 27.06 A.
- 29.02** In the above circumstances the College shall give written notification to the Union Local President and the College Employment Stability Committee (CESC) of the College's plan to reduce the number of full-time regular employees who have completed the probationary period by lay-off of five percent or 20 employees whichever is less and indicate the courses, programs and services to be reduced or eliminated and provide the Union Local and the CESC with the budgetary data used by the College in reaching its tentative decision for a planned staff reduction.
- 29.03** During the 30 calendar day period following such notification, the CESC shall be given an opportunity to present its recommendations or advice on measures to deal with the lay off that may include:
- (i) the budgetary measures other than, or in addition to, reduction in the full-time academic salary budget, which might be resorted to in order to prevent or minimize such salary budget reduction;



- (ii) whether the utilization of other means such as normal retirement, voluntary early retirements, leaves or transfers can postpone or alleviate the need to discontinue appointments;
- (iii) the size of the required reduction, if any, in the full-time academic salary budget;
- (iv) a set of priorities for meeting the exigency and a proposal on how any required reductions in the full-time academic salary budget could be accommodated within such priorities;
- (v) whether or not, and to what extent, any required reductions could be accommodated, in whole or in part by:
  - (a) adjusting faculty instructional assignments;
  - (b) curtailing certain academic programs.

**29.04** The College shall not proceed with its plan to reduce the number of full-time employees referred to in 29.01 until the expiry of the 30 calendar day period referred to in 29.03 or receipt of the CESC's recommendations or advice, whichever should first occur.

**29.05** The CESC may have other persons at its meetings to assist in examination of the planned reduction of employees.

### **Article 30**

#### **EMPLOYEE DISPLACEMENTS THROUGH TECHNOLOGICAL CHANGE**

**30.01** This Article shall apply when the College introduces new technology in the form of new equipment or process substantially different in nature or design from that previously in effect which has the initial effect of displacing an employee from the employee's position or more than one employee from their positions.

**30.02** In such circumstances as in 30.01, the College will provide the Union Local and the CESC at least 90 calendar days before the date on which the technological change is introduced with a description of the change and the approximate number of employees likely to be directly affected by the change. The CESC shall meet to discuss the effect on the employment status of employees directly affected and possible measures to reduce adverse effects of the technological change including discussion of developmental opportunities for employees for possible assignment to other positions within the College or assisting in a change of career for employees with suitable qualifications.

**30.03** The CESC may have other persons at its meetings to assist in examination of the circumstances regarding the technological change.

**30.04** The CESC may make recommendations on the measures for developmental opportunities or possibilities of other assignments, or other measures to assist the College and employees affected by the technological change.

**30.05** Following the effective date of the technological change a reduction of employees resulting therefrom shall be carried out pursuant to 27.05 (vii) and 27.06.

**30.06** Where it is considered mutually desirable that the Union Local and the College set out in writing the measures to be applied to any resolution reached in accordance with 30.02 and 30.04, it shall be signed by the parties and shall have the effect of a provision of this Agreement and be subject to Article 32, Grievance and Arbitration Procedures, or Article 33, Expedited Arbitration Process, but shall not continue beyond the terms of this Agreement as currently in effect.

## **Article 31 PERSONNEL RECORDS**

**31.01** A performance appraisal, including written progress reports referred to in 27.02 which are to be filed on the employee's record, shall be shown to the employee in advance. The employee may add the employee's views to such appraisal before it is filed. It is understood that such an appraisal does not in itself constitute disciplinary action by the College against the employee.

**31.02** The employee shall receive a copy of any disciplinary notice to be placed in that employee's file. Where the College or an arbitrator/arbitration board determines that any suspension or written disciplinary notations were without cause, such suspension or written disciplinary notation and grievances arising thereunder shall be removed from the employee's record.

**31.03** An employee shall be given access to the employee's record and shall, upon request, be given a copy of any documents contained in the employee's record.

**31.04** If the College meets with an employee for the purpose of issuing a written disciplinary notice, including verbal reprimands, the employee shall be given reasonable notice of the meeting in order that the employee may arrange to have a Union representative present if the employee so chooses. The Union shall make every reasonable effort to have a representative available. If a representative is not available, the employee may have another member of the bargaining unit attend. In any event, the meeting shall not be unduly delayed.

## **Article 32 GRIEVANCE AND ARBITRATION PROCEDURES**

### **Grievance Procedure**

#### **Complaints**

**32.01** It is the mutual desire of the parties that complaints of employees be adjusted as quickly as possible and it is understood that if an employee has a complaint, the employee shall discuss it with the employee's immediate supervisor within 20 days after the circumstances giving rise to the complaint have occurred or have come or

ought reasonably to have come to the attention of the employee in order to give the immediate supervisor an opportunity of adjusting the complaint. The discussion shall be between the employee and the immediate supervisor unless mutually agreed to have other persons in attendance. The immediate supervisor's response to the complaint shall be given within seven days after discussion with the employee.

## **Grievances**

**32.02** Failing settlement of a complaint, it shall be taken up as a grievance (if it falls within the definition under 32.11 C) in the following manner and sequence provided it is presented within seven days of the immediate supervisor's reply to the complaint.

### **Grievance Meeting**

An employee shall present a signed grievance in writing to the College President or his/her designee setting forth the nature of the grievance, the surrounding circumstances and the remedy sought. The College President or his/her designee shall arrange a meeting within 15 days of the receipt of the grievance at which the employee, a Union Steward, and an additional representative designated by the Union Local shall be present if requested by the employee, the Union Local or the College. The College President or his/her designee may have such persons or counsel attend as the College President or his/her designee deems necessary.

### **Response**

The College President or his/her designee shall give the grievor and a Union Steward designated by the Union Local a decision in writing containing reasons supporting the decision within 15 days following the Grievance Meeting.

## **Arbitration Procedure**

### **32.03 A Referral to Arbitration**

In the event that any difference arising from the interpretation, application, administration or alleged contravention of this Agreement has not been satisfactorily settled under the foregoing Grievance Procedure, the matter shall then be referred to arbitration, by notice in writing given to the College President or his/her designee within 15 days of the date of receipt by the grievor of the decision of the College official.

**32.03 B** If a matter is referred to arbitration, the process contained in this Article shall apply or, by mutual agreement of the College and the Union Local, the process contained in Article 33, Expedited Arbitration Process, may be utilized.

Any matter so referred to arbitration, including any question as to whether a matter is arbitrable, shall be heard by a sole arbitrator selected from the following list:

J. Bloch	R. MacDowell
L. Davie	K. O'Neil
M. Flaherty	J. Parmar

E. Gedalof	P. Picher
J. Hayes	C. Schmidt
N. Jesin	D. Starkman
W. Kaplan	L. Steinberg
P. Knopf	B. Stephens
D. Leighton	J. Stout

Representatives of the Council and the Union shall meet monthly to review the matters referred to arbitration and agree to the assignment of an arbitrator to hear each of the grievances. The arbitrator shall be assigned either by agreement or, failing agreement, by lot. The parties may from time to time, by mutual agreement, add further names to the list.

Also, the parties may agree to a supplementary list of persons to act on a single or number of occasions.

The College or the Union may, prior to selection of an arbitrator, decide to have the matter heard by an arbitration board. The selected arbitrator shall chair the board. The College and the Union shall each appoint its nominee within ten days of the appointment of the Chair and forthwith notify the other party and the Chair.

**32.03 C** No person shall be appointed as an arbitrator who is or was within six months prior to such appointment an employee or is or has within six months prior to such appointment, acted as solicitor, counsel, advisor, agent or representative of either of the parties or the College concerned. Any Chair who declines to act on five consecutive occasions shall be removed from the panel and a replacement selected by mutual agreement of the parties.

**32.03 D** The finding of an arbitration (or the majority of the arbitration board) as to the facts and as to the interpretation, application, administration or alleged contravention of the provisions of this Agreement shall be final and binding upon all parties concerned, including the employee(s) and the College.

An arbitrator/arbitration board shall send the decision to the Council and OPSEU Head Office at the same time it is released to the parties.

**32.03 E** The arbitrator/arbitration board shall not be authorized to alter, modify or amend any part of the terms of this Agreement nor to make any decision inconsistent therewith; nor to deal with any matter that is not a proper matter for grievance under this Agreement. Section 14 (16) of the *Colleges Collective Bargaining Act, 2008* shall not apply.

**32.03 F** The College and the Union shall each pay one-half the remuneration and expenses of the arbitrator and where applicable shall each pay the remuneration and expenses of their nominee.

## **General**

- 32.04 A** If the grievor fails to act within the time limits set out under the Grievance Procedure or Arbitration Procedure, the grievance will be considered abandoned.
- 32.04 B** If a designated College official fails to reply to a grievance within the time limits set out, the grievor may process the grievance to the next stage.
- 32.04 C** The time limits at any stage may be extended by mutual agreement.
- 32.04 D** The time limits set out under the Grievance Procedure or Arbitration Procedure shall be calculated by excluding the period from Christmas Day to New Year's Day inclusive.
- 32.04 E** At a meeting under the Grievance Procedure, the employee may be represented by a Union Steward if the employee desires such assistance.
- 32.04 F** The arbitrator/arbitration board may dispose of a grievance without further notice to any person who is notified of the hearing and fails to appear.
- 32.04 G** Where the arbitrator/arbitration board determines that a disciplinary penalty or discharge is excessive, it may substitute such other penalty for the discipline or discharge as it considers just and reasonable in all the circumstances.
- 32.04 H** It is understood that nothing contained in this Article shall prevent an employee from presenting personally a grievance up to and including a hearing by the arbitrator/arbitration board without reference to any other person. However, a Union Steward may be present as an observer, at any stage of the process, if the steward so requests.
- 32.04 I** The College and the Union Local shall each keep the other advised in writing of the names of its respective representatives authorized to act on its behalf under the Grievance Procedures.

## **Dismissal**

- 32.05** The release or dismissal of a probationary employee from employment is within the discretion of the College and is not covered by the provisions of the Agreement and is therefore not grievable or arbitrable. An employee who has completed the probationary period may lodge a grievance in the manner set out in 32.06 and 32.07.
- 32.06** An employee who claims to have been dismissed without just cause shall, within 20 days of the date of receipt of the written notification of the dismissal, present a grievance in writing to the College President, or in the absence of the College President, the Acting President, commencing at the Grievance Meeting stage of the Grievance Procedure and the President shall convene a meeting and give the grievor and the Union Steward the President's decision in accordance with the provisions of the Grievance Procedure.

**32.07** If the grievor is not satisfied with the decision of the College President, the grievor shall, within 15 days of receipt of the decision of the College President, or in the absence of the President, the Acting President, by notice in writing to the College, refer the matter to arbitration, as provided in this Agreement.

### **Group Grievance**

**32.08** In the event that more than one employee is directly affected by one specific incident and such employees would be entitled to grieve, a group grievance shall be presented in writing by the Union signed by such employees to the College President or his/her designee within 20 days following the occurrence or origination of the circumstances giving rise to the grievance commencing at the Grievance Meeting stage. Two grievors of the group shall be entitled to be present at the Grievance Meeting stage unless otherwise mutually agreed.

### **Union Grievance**

**32.09** The Union or Union Local shall have the right to file a grievance based on a difference directly with the College arising out of the Agreement concerning the interpretation, application, administration or alleged contravention of the Agreement. Such grievance shall not include any matter upon which an employee would be personally entitled to grieve and the regular Grievance Procedure for personal or group grievance shall not be by-passed except where the Union establishes that the employee has not grieved an unreasonable standard that is patently in violation of this Agreement and that adversely affects the rights of employees.

Such grievance shall be submitted in writing by the Union Grievance Officer at Head Office or a Union Local President to the Director of Human Resources or as designated by the College, within 40 days from the occurrence or origination of the circumstances giving rise to the grievance commencing at the Grievance Meeting stage of the Grievance Procedure detailed in 32.02.

### **College Grievance**

**32.10** The College shall have the right to file a grievance with respect to the interpretation, application, administration or alleged contravention of the Agreement. Such grievance shall be presented in writing signed by the College President or the President's nominee, to the Union at the College concerned with a copy to the Union Grievance Officer within 20 days following the occurrence or origination of the circumstances giving rise to the grievance, commencing at the Grievance Meeting stage. Failing settlement at a meeting held within 20 days of the presentation of the grievance, the Union shall give the College its written reply to the grievance in 15 days following the meeting.

Failing settlement, such grievance may be referred to arbitration within 20 days of the date the College received the Union's reply.

## **Definitions**

**32.11 A** "Day" means a calendar day.

**32.11 B** "Union" means the Ontario Public Service Employees Union.

**32.11 C** "Grievance" means a complaint in writing arising from the interpretation, application, administration or alleged contravention of this Agreement.

## **Article 33**

### **EXPEDITED ARBITRATION PROCESS**

**33.01** In the event that a matter has been referred to arbitration, the referring party may indicate in the referral notice that it wishes to utilize the Expedited Arbitration Process contained herein. The other party will respond in writing within five days of receiving the request indicating whether it agrees. If the parties are in agreement, the following process will apply. Failing agreement, the process described in 32.03 A will apply.

#### **33.02 A**

- (i) Expedited arbitrations will be heard by a sole arbitrator. The parties at the local level may agree to add persons to the existing list of arbitrators for the purpose of hearing expedited grievances. Such persons shall act only in grievances arising at that College.
- (ii) By selecting from the panel established under 32.03 B and any additions agreed to under 33.02 A (i), the Union Local and the College shall attempt to agree on an arbitrator to hear the grievance. Failing agreement within five days, an arbitrator shall be chosen by lot from the panel established under 32.03 B and any additions agreed to under 33.02 A (i).
- (iii) The Union Local and the College shall attempt to agree on the number of days to initially be scheduled to hear the matter. Failing agreement, the arbitrator shall schedule two days. If the arbitrator is unable to offer a day to commence the hearing that is acceptable to the Union Local and to the College, and is within four months of the date the request is made, the parties may agree on another arbitrator to hear the grievance under the same conditions, or the parties may agree on a date outside of the four months.

Neither party may refuse more than two tentative arbitration dates for the same expedited grievance. Subsequent requests for adjournment will be dealt with by the confirmed arbitrator as appropriate to the circumstances.

**33.02 B** The Union Local and the College may agree in writing to have the arbitrator consider more than one grievance at a time and may do so either before or after the arbitrator has been appointed.

**33.03** If the Union Local or the College intend to proceed with any preliminary objections to the jurisdiction of the arbitrator to hear the grievance(s), it must notify the other

side of its intentions in writing, no later than seven days before the first day of arbitration, indicating the nature of the preliminary objection. If no timely notification is received, no preliminary objections to the jurisdiction of the arbitrator may be raised at the hearing. Where preliminary objections have been made, the arbitrator will determine whether it is more expeditious to rule on the objections immediately, reserve his/her ruling and adjourn the hearing, or reserve on the preliminary objections and proceed to hear evidence on the merits.

**33.04 A** Where the onus is on the grieving party to establish a breach, that party shall provide the other party with a written brief stating the facts as it sees them and its position no later than 14 days prior to the scheduled hearing date.

**33.04 B** Where there is a reverse onus, as in any matter of discipline, the employer shall provide the Union with a written brief stating the facts as it sees them and its position no later than 14 days prior to the scheduled hearing date.

**33.04 C** No later than seven days prior to the first day of the hearing, the parties are required, if requested, to provide to all involved parties full disclosure of documents they intend to rely on in the arbitration.

**33.05** An Arbitrator shall issue a written decision within 45 days of the hearing being concluded unless an extension is agreed to by the parties. In order to expedite the communication of the decision, the Union Local and the College may jointly agree that the Arbitrator render an oral decision with reasons to follow.

**33.06** All other provisions relating to an arbitrator or arbitration board appointed pursuant to 32.03 shall appropriately apply.

## **Article 34 GENERAL**

**34.01** It is the policy of the Council that assignments to be performed within the confines of a penal institution are voluntary except when the person is hired on the basis that the assignment may include activities within a penal institution.

**34.02** The cost of printing the Agreement booklets will be shared equally by the Council and the Union subject to mutual agreement as to format and production arrangements.

**34.03** The parties agree that a French language and an English language version of this Agreement shall be prepared. With respect to any dispute arising at a French language College, the French language version of this Agreement shall prevail. With respect to any dispute arising at an English language College, the English language version of this Agreement shall prevail.



**Article 35**  
**DEFINITIONS**

**35.01 A** The terms “base salary” and “annual base salary” when used in this Collective Agreement refer to the employee’s rate of compensation resulting from the employee’s step placement on the applicable Salary Schedule, but exclusive of additional amounts as referred to in 35.01 B.

**35.01 B** The terms “regular salary” and “regular pay” when used in this Collective Agreement refer to the employee’s rate of compensation resulting from the employee’s step placement on the applicable Salary Schedule and additional amounts, if any, received through the application of 11.01 J 2, 11.01 K 4, 14.03 A 3, 14.03 A 6 or 15.01 B.

**Article 36**  
**DURATION**

**36.01** This Agreement shall take effect commencing on October 1, 2017 and shall have no retroactive effect or application, except salary schedules in Articles 14 and 26, and shall continue in full force and effect until September 30, 2021, and shall continue automatically for annual periods of one year unless either party notifies the other party in writing within the period of 90 days before the agreement expires that it desires to amend this Agreement.

**36.02** Negotiations shall begin within 30 days following notification for amendment as provided in 36.01. Proposals having application to an individual College only which the parties to this Agreement agree are appropriate for discussion at meetings directly between a College Committee of three members (as appointed under 7.01) shall be held at mutually agreed dates during the period of one month following receipt of the notification referred to in 36.01. Failing settlement, such proposal(s) may then be included as matters for discussion in the negotiations between the parties of this Agreement.

**EXECUTED at TORONTO, ONTARIO,**

**FOR THE UNION  
this 25<sup>th</sup> day of January 2018.**

Warren Thomas

JP Hornick

Nicole Zwiers

Darryl Bedford

Mona Chevalier

Kevin MacKay

Shawn Pentecost

Ravi Ramkissoonsingh

Patricia Honsberger

Anastasios Zafiriadis

**FOR THE COUNCIL  
this 15<sup>th</sup> day of January 2018.**

Sonia Del Missier

Stephanie Ball

James Boesch

Nancy Fisher

Rusty McLay

Don Sinclair

Peter McKeracher

Christiane Émond

*This form will be used within all Colleges in the assignment of teacher workloads. It is understood that this form may require revision by the EERC.*

**APPENDIX I  
STANDARD WORKLOAD FORM**

College \_\_\_\_\_

Dept. \_\_\_\_\_

Teacher \_\_\_\_\_

Probationary ( ) Yes ( ) No

( ) Full-Time

Coordinator: ( ) One Step / ( ) Two Step / ( ) not applicable

Period Covered by SWF From \_\_\_\_\_ To \_\_\_\_\_

Course/ Subject Identification	Assign Teaching Contact Hours	Language(s) of Instruction	Preparation				Evaluation Feedback					Complementary Hours Allowance	Complementary Hours Assigned
			Type	Factor	Attributed Hours	Additional Attrib'd Hours	Class Size	Type	Factor	Attributed Hours	Additional Attrib'd Hours		
References to Collective Agreement	11.01 B & C	11.01 D	11.01 D	11.01 D	11.01 D	11.01 D	11.01 E	11.01 E	11.01 E	11.01 E	11.01 E	11.01 F	11.01 D,F,G
Weekly Totals													

**Preparation Hours / Subject = Factor X Teaching Contact Hours**  
**Evaluation Feedback Hours / Subject =**  
**Factor X Class Size X Teaching Contact Hours**

Number of different course preparations	
Number of different sections	
Number of languages of instruction	

**Summary of Weekly Totals**

Assigned Teaching Contact Hours / week		
Preparation Hours / week		
Evaluation Feedback Hours / week		
Complementary Hours (allowance) / week (minimum 6)		
Complementary Hours (assigned) / week		
	Total this period (SWF)	

**Accumulated Totals to SWF Period End Date**

	Teaching Contact Hours	Contact Days	Teaching Weeks
Balance from previous SWF			
Total this period SWF			
Total to end date			

**Complementary Functions for Academic Year or SWF Period**

Description	Weekly Attributed Hours
Total:	

**Dates of Discussion of Proposed Workload:** \_\_\_\_\_

**Date SWF Received by Faculty Member:** \_\_\_\_\_

**Supervisor's Comments:** \_\_\_\_\_

**Supervisor's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Faculty Member's Comments:** \_\_\_\_\_

**NOTE: If not in agreement with the total workload, the Faculty Member must so indicate in writing within five days from the date of receipt of the SWF and return a copy to the Supervisor.**

**Faculty Member's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

- Mutual Agreement of Assigned Workload**
- Proposed Workload referred to College Workload Monitoring Group**
- Proposed Workload referred to Workload Resolution Arbitrator**

**Voluntary Overtime Agreement**

**In accordance with Article 11.01 J 2 overtime will be compensated at the rate of 0.1% of annual regular salary.**

**I hereby agree to one Teaching Contact Hour or** \_\_\_\_\_

**Faculty Member's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**APPENDIX II  
JOINT EDUCATIONAL QUALIFICATIONS SUBCOMMITTEE**

The parties agree to the establishment of a Joint Educational Qualifications Subcommittee to consider and rule on further formal educational qualifications for the purpose of maximum salary level identification under the salary scale. Such Committee shall be composed of three representatives of the Union and the Council respectively and shall decide the Committee's procedure. Any further qualification must be agreed to by the representatives of both the Council and the Union and shall be in writing.

**APPENDIX III  
DENTAL PLAN  
COVERED DENTAL SERVICES AND PROCEDURE CODES**

In the event that the Ontario Dental Association (ODA) amends its procedural codes or schedules during the term of this agreement, the parties shall maintain coverage as set out in this agreement, including co-insurance arrangements, or in the Dental Plan. The Dental Plan itself shall continue to be amended as necessary in accordance with the past practices among the insurer and the parties to the Agreement, and in respect of the ODA schedules.

Specific dental care procedures and services covered by schedules A, B, C, D and E, and the ODA procedural codes or schedules for such procedures and services are available at [www.TheCouncil.ca](http://www.TheCouncil.ca) maintained by the Council. Printed copies can also be obtained on request from the College Human Resources Department.

**SCHEDULE A, B, C, D**

(Refer to Article 19 for specific coverage)

**SCHEDULE E**

(Refer to Article 19 for specific coverage)

Construction and insertion of bridges or standard dentures more often than once in a three year period is considered an eligible expense if such becomes necessary because:

- (a) it is needed to replace a bridge or a standard denture which has caused temporomandibular joint disturbance, and which cannot be economically modified to correct the condition, or
- (b) it is needed to replace a standard denture which was inserted shortly following extraction of teeth and which cannot be economically modified to the final shape required.

**APPENDIX IV  
JOINT INSURANCE COMMITTEE**

**Name of the Committee**

The Committee shall be referred to as the Joint Insurance Committee (Academic Employees).

## **Purpose of the Committee**

- 1 A** The purpose of the Joint Insurance Committee is to facilitate communication between the Council and OPSEU on the subject of group insurance applicable to the Academic Staff Bargaining Unit, including Basic Life, Supplementary Life Insurance, Critical Illness, Extended Health Insurance, Long Term Disability Insurance, the Dental Plan and such other negotiated benefits that may, from time to time, be included in the group insurance plan.
- 1 B** Nothing herein shall prevent this Committee from meeting jointly with any comparable committee, if established, concerning the Support Staff Bargaining Unit should it be mutually agreed between this Committee and such other Committee.
- 1 C** It is understood that the group insurance benefits to be provided to employees and the cost sharing arrangements shall be as set out in the applicable Agreement and the matters for consideration by this Committee shall be only as set out in these terms of reference.

## **Composition of the Committee**

- 2** The Committee shall be composed of an equal number of representatives from the Council and OPSEU with not more than eight representatives in total. At meetings of the Committee each party may be accompanied by up to two resource persons to provide actuarial or other technical advice. Additionally, when necessary, representatives of insurance carriers shall attend meetings to provide information but shall not act as resource persons for either party.

## **Duties of Committee**

- 3** The duties of the Committee shall consist of the following:
- (i) development of the specifications for the public tendering of any negotiated benefits which may be included in the Group Insurance Plan (to cover the bargaining unit only);
  - (ii) consideration and examination of all tenders submitted in response to the specifications for tender and preparation of a report thereon;
  - (iii) recommendation to the Council on the selection of the insurance carrier or carriers to underwrite the Group Insurance Plans;
  - (iv) consideration and recommendation to the Council on the renewal of existing contracts of insurance upon expiry;
  - (v) review of the financial reports on the Group Insurance Plan;
- (i) review of contentious claims and recommendations thereon, when such claim problems have not been resolved through the existing administrative procedures; and
  - (ii) assess amendments to the academic health, dental, vision, and hearing care plans for possible inclusion in the plans for retirees.

## **Specifications for Public Tender**

**4 A** When specifications for public tender are required to obtain the services of an insurance carrier, the duties of the Committee shall be to:

- (i) develop and recommend specifications for tender;
- (ii) consider and examine all tenders submitted in response to the specifications;
- (iii) make a recommendation to the Council with respect to the selection of a carrier(s).

**4 B** The specifications for tender will describe the benefits to be provided, the cost sharing arrangements, the past financial and experience history, the appropriate employee data, the format for the retention, illustrations for each coverage, the financial reporting requirements, and other parameters as appropriate. The tendering process will be conducted in accordance with the Council's Procurement Policy. Tenders shall be entertained from any insurance carrier and such carrier may act solely on its own behalf or may arrange reinsurance as may be necessary.

**4 C** The basis for recommendation of an insurance carrier(s) will include the ability of the carrier(s) to underwrite the plan, compliance of carrier's quotation with the specifications for tender, the carrier's service capabilities and the expected long-term net cost of the benefits to be provided.

## **Policy Renewals**

**5 A** Following receipt of an existing insurance carrier's proposal for renewal of an insurance contract, the Committee shall:

- (i) examine and analyze the proposal, assessing the completeness, fairness and validity of the proposal;
- (ii) assess the funding methods employed in the insurance policy;
- (iii) assess and monitor the deposit accounts;
- (iv) suggest and discuss alternative proposals and funding methods with the carrier; and
- (v) make recommendations to the Council with respect to acceptance of the carrier's renewal proposals, funding methods and deposit account administration.

**5 B** The basis for recommendations for renewal will take into account the level of service provided by the carrier and the expected long-term net cost of the benefits.

## **Experience Review**

**6 A** The Committee will also meet as required to review the financial experience under the plans. The specifications for tender will describe the information to be included in the financial statements to be prepared by the insurance carrier(s).



- 6 B** These statements will include paid premiums, paid claims, changes in reserve requirements for open and for unreported claims, incurred claims, the retention elements of commissions, taxes, administrative expenses, contingency reserve charges and interest credits on claim and other reserves. The Committee shall request the insurance carrier(s) to provide such additional information as may be necessary.

### **Recommendations**

- 7 A** If the Committee fails to agree on the recommendation to the Council that is contemplated by these Terms of Reference, the members of the said Committee nominated by the Council and OPSEU may each make a recommendation in writing to the Council, supported by reasons for their respective recommendations.
- 7 B** It is understood that the Council at all times retains the right to select whatever carrier(s) to underwrite the group insurance plan(s) it may consider in the best interest of the employees and Colleges and, in so doing, is under no obligation to select a carrier(s) that may be recommended by the Committee.

## **APPENDIX V SESSIONAL EMPLOYEES**

- 1** The terms of this Appendix relate to persons employed on a sessional basis. Sessional employees are excluded from the bargaining unit.
- 2** A sessional employee is defined as a full-time employee appointed on a sessional basis for up to 12 full months of continuous or non-continuous accumulated employment in a 24 calendar month period. Such sessional employee may be released upon two weeks' written notice and shall resign by giving two weeks' written notice.
- 3** In determining the employment and calendar periods under paragraph 2 of this Appendix, only the period after January 1, 1976, shall be considered and no prior employment or calendar period shall be taken into account. Also, an employee's continuous service acquired in accordance with the provisions of the previous Agreement, dated September 17, 1975, as at August 31, 1976, for the period back to January 1, 1976, shall count as continuous employment or months of non-continuous accumulated employment for the purpose of such paragraph.

A calendar month in which the employee completes 15 or more days worked shall be considered a "full month".

If an employee completes less than 15 days worked in each of the calendar months at the start and end of the employee's period of employment and such days worked, when added together, exceed 15 days worked, an additional full month shall be considered to be completed.

- 4** If a sessional employee is continued in employment for more than the period set out in paragraph 2 of this Appendix, such an employee will be thereafter covered by the other provisions of the Agreement. Such an employee's probationary period shall be 12 full months of continuous or non-continuous accumulated employment during the immediately following 24 calendar month period.

- 5** A person assigned to replace a full-time regular employee for up to 14 working days for unplanned absences in any month shall not have such period(s) considered as sessional employment for the purpose of the computation of the 12 months sessional employment. During such periods such a person shall be paid as if partial-load and within the range of partial-load hourly rates as set out in Article 26, Partial-Load Employees.
- 6** Pursuant to 7.02 Union/College Committee (Local), if requested by the Union Local, the rationale for a sessional appointment by the College shall be subject of discussion.
- 7** Pursuant to 7.02 Union/College Committee (Local), if requested by the Union Local, the College shall explain its rationale for its application of Article 2, Staffing, or 27.05 (iii). In particular, it will consider any representations which the Union Local may make with respect to the assigning of work on a full-time or a sessional, partial-load or part-time basis, and with respect to the feasibility of assigning work on a full-time basis rather than on a sessional, partial-load or part-time basis.
- 8** Other matters concerning the use of sessional appointments may be referred to the E.E.R.C. which shall deal with these matters as priority items as set out in 9.03.

## **APPENDIX VI PART-TIME SERVICE**

In the administration of 27.06 A (v), 27.06 A (viii) and 27.08 B and for that purpose only, a part-time employee shall be considered to have service based on ¼ month's credit respectively for each full month of part-time employment with the College.

## **APPENDIX VII CAAT RETIREES GROUP INSURANCE ADVISORY COMMITTEE**

### **1. Name of Committee**

The Committee shall be referred to as the CAAT Retirees Group Insurance Advisory Committee.

### **2. Purpose of the Committee**

The Committee acts as an advisory body and assists the Council in ensuring the appropriate benefit design and cost effectiveness of the group insurance benefit plans available for all eligible retirees.

### **3. Composition of the Committee**

The Committee will comprise:

- one (1) retiree appointed by OPSEU CAAT Academic
- one (1) retiree appointed by OPSEU CAAT Support
- one (1) retiree appointed by the Ontario Colleges Administrative Staff Association (OCASA)

- three (3) management representatives appointed by the Council
- one (1) resource person appointed by OPSEU
- one (1) resource person appointed by OCASA
- one (1) resource person appointed by the Council

Additionally, when necessary, representatives of insurance carriers shall attend meetings to provide information but shall not act as resource persons for any of the parties.

#### **4. Meetings**

The Committee will meet at least once a year to review the financial experience of the retiree plans. Additional meetings may be scheduled by the Committee to address specific issues.

#### **5. Duties of the Committee**

The Committee will be responsible for developing recommendations based on consensus (agreement and/or abstinence constitutes consensus) for the CAAT retirees' group insurance plans. The duties of the Committee are to:

- a) facilitate communication between OPSEU, OCASA, the Colleges, the Council, and retirees;
- b) understand the retiree benefit plans;
- c) consider the impact of proposed new benefit improvements or the deletion or modification of existing benefits and recommend to the Council any change to the retiree group insurance benefit plans;
- d) monitor the administration of the retiree plans;
- e) assist in the design of the communication materials;
- f) review contentious claims and make recommendations when such claim problems have not been resolved through the existing administrative procedure;
- g) review proposed premium rate renewals and make recommendations to the Council.

#### **6. Administration**

- a) Services of a consultant are to be paid from deposit funds;
- b) Agreed upon committee expenses are to be paid from deposit funds.

## LETTERS OF UNDERSTANDING

**The following Letters of Understanding, negotiated by the parties and renewed during the most recent round of bargaining, are reproduced for information purposes.**

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: November 28, 1989**

### **Re: Employment Equity**

The parties recognize a shared commitment to achieving employment equity within the college system. This, therefore, will confirm the understanding reached at negotiations between the parties that:

1. At the local level, the parties will work together to facilitate:
  - the implementation of employment systems, policies and practices, including matters relating to child care, that are non-discriminatory in nature and effect; and
  - the implementation of practices and policies to enhance the hiring of, and transfer, promotion, training and developmental opportunities of, persons from designated groups; and
  - generating data as to the current representation and distribution of the designated groups; and
  - examination of recruitment and practices of hiring into the bargaining unit of persons from designated groups; and
  - the removal of any barriers that may exist in employment policies and the monitoring of data relative to employment equity; and
  - the attainment of appropriate representation of targeted groups identified by the Province of Ontario.
2. At the provincial level, the parties will work together to ensure that all provisions of the Agreement are non-discriminatory in nature and effect.
3. At both the provincial and local level, the parties will work together to enhance the participation of individuals from populations identified by the Province of Ontario as designated groups in the day-to-day administration of the Agreement. This could include, but not be limited to, the administration of Articles 7, 9, 11, 32, 33, Appendix II and IV.

The designated groups referred to above are considered to be, for the purpose of this letter:

- women
- visible and ethnic minorities
- disabled persons
- native persons
- Francophones

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: March 3, 1988**

**Re: Access to the Salary Schedule Maximum**

The parties reaffirm their on-going commitment to the quality of teaching in the CAAT system. The parties have agreed to the establishment of an In-Service Teacher Training Certificate Program in a modularized format which provides accessibility to the employees at each College. The program will be offered by one or more institutions, and an agreement to that effect will be entered into by the Council, OPSEU and the institutions. "Institutions" shall not include OPSEU or any local thereof.

The objectives, curriculum delivery and length of the program will be developed by the task force (established under the previous Agreement), and shall have regard for the accrued experience of CAAT teachers including teacher training courses and programs completed.

Employees who have 15 years or more of service and whose maximum step is currently below the maximum on the salary schedule and who enroll and participate in the program shall receive (once only) an immediate one step salary progression, to a maximum of the salary schedule, and shall maintain that step upon maintaining satisfactory performance in the program.

Employees who successfully complete the program shall be entitled to progress to the maximum of the salary schedule.

The parties agree that the names of those eligible to benefit from this program shall be provided to the In-Service Teacher Training Certificate Program Task Force and the Union Locals within three months of ratification of this Agreement.

The parties agree to renew the contract for this program for the period of 2015-2019. On the termination of this renewed contract on August 31, 2019 this program will no longer be offered; however, faculty who have enrolled prior to August 31, 2019 will be able to complete the program pursuant to the completion criteria in place on that date.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: February 25, 1983**

**Re: Cumulative Sick Leave Plans**

This will serve to confirm the advice given in negotiations by the Colleges' Negotiating Committee that the Colleges will continue the Sick Leave Plans as in operation on August 31, 1973, until March 31, 1991.

This will also confirm the agreement of the parties that the right of employees hired before April 1, 1991, to be paid a lump sum gratuity on retirement, termination of employment or lay-off will be protected and will be maintained in perpetuity, and any amendment to the right of such employees to the gratuity shall be subject to ratification by majority vote of such employees.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: February 25, 1983**

**Re: Sick Leave Credit Transfers**

This is to confirm the understanding reached at negotiations that an employee hired by a College of Applied Arts and Technology without a break in service from a previous College of Applied Arts and Technology will have college earned sick leave credits recognized by the employing College at the employee's option. However, the vesting period for gratuity purposes will not be transferable and will recommence with the date of employment at the hiring College.

Subject to the provisions of the pension plans, if re-employment takes place within 18 months the pension plan will continue for affected employees, if a refund has not been paid. However, if a refund has been paid, the employee may take advantage of the "prior service option".

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council



Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: November 28, 1989**

**Re: Sick Leave Credits - Buyout**

This will confirm the following arrangements:

- (a) effective April 1, of each year during the term of this Agreement, the Colleges will make available a sum up to \$5,000,000 to continue a voluntary program to buy out the sick leave credits of employees hired before April 1, 1991;
- (b) it is the intention of the parties that the sum will be sufficient to meet the demands of employees entitled to a buyout, but not more than \$5,000,000;
- (c) employees who qualify to have their credits purchased will have them cashed out in full, at the rate of 75 cents on the dollar, on the amount that would otherwise be payable on separation from employment (based on the entitlement as of the date of cash-out) under the terms of the pre-existing Cumulative Sick Leave Plans. A person who so cashes out his or her credits shall not thereafter be entitled to any further gratuity on separation from employment, but shall continue to accumulate credits for sick leave purposes;
- (d) on the effective date of the Agreement, a task force shall be established consisting of two persons appointed by each party, who will investigate:
  - (i) methods of determining eligibility for allocating the available funds for buyout purposes, on the basis of system-wide seniority or College seniority, or on some other basis;
  - (ii) tax implications;
  - (iii) potential alternative uses of available credits.

The task force shall be governed by the rules and procedures adopted by the task force appointed during the term of the Agreement that expired August 31, 1991, with necessary date changes, unless changed by agreement of the task force or by the Arbitrator appointed under clause (e).

- (e) the task force shall complete its task under clause (d) by December 31 of each year, and shall identify the persons entitled to participate in the buyout at such time thereafter as the task force may fix. Any matter within its jurisdiction on which the task force is unable to agree by that date shall be resolved by a sole arbitrator agreed to by the parties or, failing agreement, by lot from the panel of Arbitrators as set out in Article 32.03 B. The arbitrator shall adopt the most expeditious procedure possible, and shall, if possible, issue a decision within ten days of the referral to him or her. His or her award shall be effective

April 1 of such year. The fees and expenses of the arbitrator shall be shared equally between the parties.

- (f) (i) the Task Force shall notify the parties in writing annually of the completion of the administrative arrangements for payout to eligible employees.
  - (ii) on notification by the Task Force, or, if the Task Force is unable to agree and the matter is referred to arbitration, as provided above, from the date of award of the arbitrator, the Employer agrees to pay eligible employees within 60 days of such notification.
- (g) the parties confirm that they have implemented the provisions of this letter for the period effective April 1, 1992, on the basis of the terms agreed to during negotiations and set out in a letter dated March 25, 1992.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: November 28, 1989**

**Re: Short-Term Disability Plan - St. Lawrence College**

This will confirm the entitlement of full-time members of the bargaining unit who are employed at St. Lawrence College as of March 31, 1991:

- (a) each full-time employee shall have the right to elect, in writing, on or before March 31, 1991, to remain covered by the terms of the pre-existing short-term disability plan affecting academic employees at St. Lawrence College or to be covered by the terms of the new Academic Short-Term Disability Plan, effective April 1, 1991. In default of such election, an employee shall be deemed to have elected to be covered by the new Academic Short-Term Disability Plan, effective April 1, 1991.
- (b) if such an employee elects, or is deemed to have elected, to be covered by the new Academic Short-Term Disability Plan, he or she shall be credited with 30 days' credits on April 1, 1991, and shall thereafter be covered by the terms of the new Academic Short-Term Disability Plan, and such an employee shall continue to be governed by the terms of 17.01 G.
- (c) a full-time employee at St. Lawrence College who transfers to La Cité collégiale before March 31, 1991, shall remain covered by the short-term disability plan affecting academic employees at St. Lawrence College until March 31, 1991, and shall have the rights referred to in (a) and (b) above.
- (d) a full-time employee at St. Lawrence College who transfers to La Cité collégiale after March 31, 1991, and who, prior to April 1, 1991, has elected to remain covered by the pre-existing Short-Term Disability Plan pursuant to (a) and (c) above shall continue to be covered by the terms of the pre-existing Short-Term Disability Plan.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: September 21, 1985**

**Re: Long-Term Disability Plan**

This will confirm that as soon as reasonably possible after the revised Collective Agreement takes effect, the Council shall secure an ad hoc adjustment for existing claimants to bring their benefit level to 60% of current salary. This will be accomplished through an adjustment in the premiums or through utilization of surplus and the change in the benefit level will be retroactive to December 20, 2017, notwithstanding 36.01.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: February 25, 1983**

**Re: Displacement of Part-Time Employees**

This will confirm the advice given in negotiations that it is the Colleges' intention that failing placement under 27.06 A (iv) of a full-time employee who has completed the probationary period, the College will give reasonable consideration to the written request of a full-time employee about to be laid off to continue a full-time assignment by displacing two or more part-time employees and the employee shall set out:

- (a) the names of such part-time employees, each of whom, have lesser continuous service with the College.

Upon receipt of such written request, the College will consider the feasibility thereof taking into account such features as:

- (b) possible reduction in efficiency, quality of performance or adverse effect upon the program objectives; and
- (c) the competence, skill and experience to fulfill the requirements of the positions concerned.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: June 3, 1992**

**Re: Ontario Health Insurance Plan**

The parties recognize that the method of funding OHIP has been changed from an individually paid premium to a system funded by an employer paid payroll tax.

If the government, at any time in the future, reverts to an individually paid premium for health insurance, the parties agree that the Colleges will resume paying 100% of the billed premium for employees.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: September 26, 2001**

**Re: New or Merged College**

The parties agree that on the announcement of a new or merged College by the government,

- a) the provisions of the Letters of Understanding re: French Language College (as set out in the 1991-1994 Collective Agreement) shall apply with modifications, if any are required by the specific circumstances, to be negotiated by the parties,
- b) a joint task force shall be established as follows:
  - one person appointed by each affected College
  - one person appointed by the OPSEU Local at each affected College
  - one person appointed by the new or merged College
  - one person appointed by the OPSEU for the Union Local at the new or merged College
  - one person appointed by the Council
  - one person appointed on a provincial basis by OPSEU.

The functions of the task force shall be to make recommendations within the requirements of the Agreement, and the principles and guidelines as specified within the Letter of Understanding re: French Language College (as set out in the 1991-1994 Collective Agreement):

- a) to facilitate the movement of employees to the new or merged College
- b) to recommend strategies to achieve this objective
- c) to make recommendations to assist employees who choose to transfer in adjusting to the new or merged College
- d) to facilitate the reassignment of employees who have elected not to transfer

The parties recognize that the specifics of some matters will only become apparent when the particular programs and services to be offered at the College have been identified.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: June 3, 1992**

**Re: Salary Issue**

In anticipation of the work of the task force established to study the allocation of resources within the college system, the parties have taken some important steps to address the question of salary adjustments for the members of the academic bargaining unit in this round of bargaining by adding a step to the grid in each of two years.

It is the intention of the parties to continue to address the salary adjustment issue in the years immediately following the expiry of this Agreement. In doing so, the parties will have regard for any progress made in restructuring College services, academic delivery systems, College organization, and in particular, in implementing any recommendations made by the task force.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council



Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: June 3, 1992**

**Re: Collective Bargaining Information Services - Advisory Committee (CBIS)**

This will serve to confirm the parties, through the Report of the Wages & Benefits Task Force (July 1991), have established an advisory committee to assist the Ministry of Labour Collective Bargaining Information Services (CBIS) in gathering and analyzing data for collective bargaining purposes.

The CBIS Advisory Committee will identify the information to be collected, develop formats for coding the information received, recommend the types of analysis to be performed on the data, and its dissemination.

The membership of the CBIS Advisory Committee will be composed of an independent member to be chosen by the CBIS and two nominees appointed by each party.

The parties agree to cooperate with the CBIS in the development and collection of data and data systems and will make best efforts to ensure that the individual Colleges and Union Locals will perform their respective functions.

Each College and Union Local will appoint one member of the local college administration and one member of the Union Local who are to be responsible for ensuring that the collections and transmittal of college level data to the CBIS is carried out in a consistent and regular basis.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: September 26, 2001**

**Re: Expedited Arbitration Process**

This is to confirm the parties' commitment to foster and encourage the use of the Expedited Arbitration Process as a means to resolve grievances. To that end, the parties agree that all Colleges and Union Locals shall report in the last week of June to the Joint Grievance Scheduling Committee all requests and all agreements that have been made to use the Expedited Arbitration Process.

Based on these reports, the Joint Grievance Scheduling Committee will study and report back to the parties prior to the next round of bargaining on the usage of the Expedited Arbitration Process.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: September 26, 2001**

**Re: Grievance Scheduling**

The parties agree that it is their mutual desire that complaints be adjusted as quickly as possible. In order to better achieve this goal, the parties further agree that for the purposes of the scheduling of grievance arbitrations, neither party shall be entitled to refuse more than two tentative arbitration dates on any grievance.

Subsequent requests for adjournments will be dealt with by the confirmed arbitrator as appropriate to the circumstances.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: September 26, 2001**

**Re: Return-to-Work**

Every College shall have a Return-to-Work policy to support injured and ill employees in returning to work. The College agrees to consult with the Local Union in adjusting its existing policy. The College's Return-to-Work policy will consist of:

- a statement of commitment that, pursuant to the obligations contained in the *Ontario Human Rights Code*, as interpreted by relevant case law, the College is committed to accommodating employee's return to work;
- a statement of commitment that describes how the policy will operate at the College;
- strategies that support the statement of commitment and form a framework within which individual return-to-work cases are managed;
- a description of the roles and responsibilities for the various stakeholders involved in the Return-to-Work process;
- a Return-to-Work process that outlines the steps to be followed in managing individual return to work cases, including Return-to-Work teams which include the Return-to-Work coordinator, the supervisor, the employee, and his/her Union representative;
- a dispute resolution process;
- a communications and training component;
- a continuous improvement component that sets out a process for regular reviews of the policy. The College agrees to confer with and receive any recommendations from the Local Union, when reviewing the policy.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: September 26, 2001**

**Re: Qualifications Review**

The parties agree that the Joint Educational Qualifications Sub-committee shall review the existing formal educational qualifications utilized to access the different maximum salary levels and recommend to the parties whether it is appropriate to add additional formal qualifications to those identified in the Collective Agreement and if so in what manner such formal qualifications should impact on the employee's maximum step on the salary grid.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: November 18, 2009**

**Re: Drug Card**

The parties agree to maintain a pay-direct, point-of-sale drug card for Academic employees.

The drug card will not affect the definition of eligible drugs nor any other terms of the Extended Health Care plan. It will strictly provide an alternate payment method for drug claims. The drug card may be used for the purchase of insulin where the necessary documentation from the patient's physician has been submitted. Where the purchase of over-the-counter medications is permitted by the plan, the patient must submit the claim manually along with the necessary documentation from their physician to substantiate the need for the medication in dealing with a chronic condition.

The drug card will provide automatic coordination with a spousal drug card (with a potential outcome of 100% payment through the combined cards).

Any costs associated with maintaining the drug card for Academic Full-Time and Partial-Load employees will be treated as a cost to the employer.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: November 18, 2009**

**Re: Changes to College's Mandate or Objects**

When a significant change to the College's mandate or objects is directed by the Government, the parties agree to establish a Joint Task Force made up equally of representatives of the Local Union and the College.

The functions of the Joint Task Force shall include making recommendations to:

1. achieve the objectives of the changed mandate or objects;
2. facilitate any necessary reassignment of employees;
3. facilitate any retraining that may seem appropriate;
4. reduce any negative impact on employees.

The Joint Task Force is not an alternative to the existing bodies and provisions set out in the Collective Agreement.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: September 23, 2014**

**Re: Short-Term Disability Plan (Joint Task Force)**

The parties agree to strike a joint task force to study the operation, utilization and costs of the Short-Term Disability Plan contained in Article 17 of the Collective Agreement with the intent of developing recommendations as to how to reduce the ongoing liability associated with the plan. The Task Force will forward to the parties by September 30, 2018 any joint recommendations for changes to the STD plan which will then be considered for inclusion into the next Collective Agreement.

The parties will each select three (3) individuals to sit on the Task Force. The Task Force will establish its own terms of reference. Available relevant information requested by the Task Force will be provided.

The expenses of the Union members of the Task Force will be treated in accordance with 8.02 and 9.02 D.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council



Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**  
**Original: September 23, 2014**

**Re: Intellectual Property**

The parties agree to discuss intellectual property at EERC. This discussion will commence within one year of the interest arbitration award of Arbitrator William Kaplan, dated December 20, 2017.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**

**Re: Pregnancy and Parental Leave**

In addition to the changes agreed upon in Article 22, in the event the *Employment Standards Act, 2000* is amended to provide an extension to parental leave, the parties will attempt to agree on changes to Article 22 to permit the top up to be spread over the extended leave period at a reduced rate, provided that this does not result in the College paying, in total, a greater amount of top up than it would pay if the leave was not extended and is in compliance with legislative requirements. If the parties are unable to agree on the language, the issue can be referred to binding arbitration before a mutually agreeable arbitrator who will have no jurisdiction to make a decision inconsistent with the preceding sentence.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**

**Re: Ontario Public Colleges: The Next 50 Years**

The Parties agree to request the government to establish a Province-wide Task Force, facilitated by the Ministry of Advanced Education and Skills Development (MAESD), to review and explore effective means of ensuring that colleges thrive as quality academic institutions going forward, so that people in every community and occupation have the knowledge and skills that help to build a strong and successful province.

The Task Force shall include representation from key stakeholders (MAESD, the Council, CAAT Academic Faculty, CAAT Support Staff, students and employers) and will consult broadly with colleges, students, parents, faculty, support staff, employers, communities and other stakeholders to examine major issues facing the college sector in its mission to provide high quality post-secondary education and training.

Without limiting the ability of the Task Force to explore key relevant issues, the Task Force specifically will consider and develop recommendations on the following matters in relation to:

- Appropriate staffing models, including, but not limited to, faculty complement, and the issue of precarious work
- The necessary funding requirements to support the delivery of quality education and training in the Ontario college system to ensure that it is innovative, relevant and responsive
- Accessibility and student success, including student mental health and labour-market readiness
- Academic governance structures and intellectual property issues that will promote excellence in college education, research, and training

The Ministry agrees to accept and endorse this initiative, accepting signatory status as facilitator for the Task Force, entitled, Ontario's Public Colleges: The Next 50 Years.

The Ministry, by accepting and endorsing this agreement, also commits that all recommendations of the Task Force will be considered for funding by cabinet.

The government will work together with the Parties to establish the Task Force, including its terms of reference and membership, so that its work can get underway by no later than January 1, 2018. The Task Force should seek input and undertake consultations in all major regions of the province. It will report to the Minister of Advanced Education and Skills Development with interim findings no later than May 18, 2018 and a final report that will be received by the Minister by the Fall of 2018. The Minister will acknowledge receipt of the Task Force report.

The Council will agree attendance at Task Force activities as a paid duty assignment for OPSEU CAAT Academic representatives.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**

**Re: *Fair Workplaces, Better Jobs Act, 2017* (Bill 148 Issues)**

Within 30 days of Bill 148 becoming law, the parties will meet to negotiate consequential adjustments to the Collective Agreement language.

Should the parties fail to agree on the adjustments within one year of Bill 148 becoming law, either party can request that any outstanding issues be submitted to an arbitration board composed of a neutral Chair and a nominee for each party. Failing agreement on a Chair, the parties will request that the Ministry of Labour appoint the Chair.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**

**Re: Counsellor Class Definition**

The parties agree to strike a Committee to review the class definition of Counsellors under the Collective Agreement and report back to the parties prior to the expiry of the Collective Agreement commencing October 2017.

Funding for the Committee, including costs associated with research and consultation as may be mutually agreed, shall be shared equally by the parties.

This Committee shall be composed of three representatives of the Union and the Council respectively.

The College will be reimbursed for time spent by the Union representatives on the Committee in accordance with Article 8.02.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

Ontario Public Service  
Employees Union  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

College Employer Council  
20 Bay Street, Suite 1600  
Toronto, Ontario  
M5J 2N8

**December 20, 2017**

**Re: Signing of the Collective Agreement**

The parties agree that the collective agreement will be signed within 30 days of the interest arbitration award of Arbitrator William Kaplan, dated December 20, 2017, in accordance with the *Colleges of Applied Arts and Technology Labour Dispute Resolution Act, 2017*.

W. Thomas  
President  
Ontario Public Service  
Employees Union

D. Sinclair  
Chief Executive Officer  
The Council

## **COLLEGES OF APPLIED ARTS AND TECHNOLOGY**

### **JOB CLASSIFICATION PLANS FOR POSITIONS IN THE ACADEMIC BARGAINING UNIT**

**(to be used in determining salaries for Professors and  
Counsellors and Librarians and Instructors)**

#### **SECTION I**

#### **CLASSIFICATION PLAN FOR PROFESSORS AND COUNSELLORS AND LIBRARIANS**

#### **FACTORS**

##### **1. APPOINTMENT FACTORS**

###### **A) Experience: Relevant Teaching/Relevant Occupational**

Relevant occupational experience generally means full years of experience in a field of work related to the material to be taught or the job to be done, or to some allied aspect of it. In determining the number of years to be counted, the College hiring must avoid the extremes of counting either "years of time passed" or "years of entirely non-repetitive experience", and must make a fair assessment of an applicant's experience.

For example, an applicant who had spent some years as a sales clerk before qualifying as an engineer should not expect that sales experience to count as relevant experience if the person is being hired to teach engineering.

Part-time experience should be totalled only if it forms part of a regular program of development such as a co-operative educational program.

Double counting must be avoided. For example, if an applicant worked as a graduate assistant while pursuing an advanced degree, the person shall not be given full credit for both experience and educational time.

Similarly, relevant teaching experience means full years of teaching experience at a level comparable with the level required of the applicant. Again, double counting must be avoided for teaching experience as, for example, a graduate assistant while pursuing advanced qualifications.

The values to be given for experience are:

- First 5 years: 1 point per year
- Next 9 years:  $\frac{2}{3}$  point per year
- Next 12 years:  $\frac{1}{2}$  point per year



## **B) Relevant Formal Qualifications**

Formal qualifications are those which constitute the norm in institutions of post-secondary education in the Province of Ontario. Only full years of post-secondary education at successively higher levels, and leading to a diploma, professional accreditation or degree, are recognized. For example, a graduate of a three-year technology program in a College would be given 1½ points for each of the three years, regardless of the length of time actually spent by the individual in obtaining the diploma.

No credit is to be given for a year of study in which there was significant duplication of other studies. Therefore only the highest qualification will be used in computation unless the subject areas are from different disciplines and all relevant to the appointment.

- CAAT Diploma or Post-Secondary Certificate -  
per year (level) completed: 1½ points  
(Maximum of 4 years)
- University Degree - per year (level) completed: 1½ points  
(Maximum of 6 years)
- Formal integrated work/study program such as  
P.Eng., CA, CGA, CMA (formerly RIA),  
Certified Journey person -  
per year (level) completed: 1½ points  
(Maximum of 5 years)

The maximum credit for formal qualifications shall be six (6) years. For employees hired after October 1, 2017, the maximum credit for formal qualifications will be seven (7) years.

(Note that years included herein are not also to be included under Factor A)

## **C) Computing Initial Placement**

- i) The minimum qualifications requirement is a count of 8 points based upon the appointment factors. Since this is the minimum requirement, a total of 8 points corresponds to the minimum rate. (This is not intended to preclude a College from hiring an individual whose qualifications and experience total less than 8 points. In such cases, however, the individual would be hired at the minimum of the scale.)
- ii) Computation of the initial salary is, therefore,  $A + B - 8$ . The product is rounded to the next higher number, e.g.

$$\begin{aligned} A &= 8 \text{ points} \\ B &= 4\frac{1}{2} \text{ points} \\ A + B &= 12\frac{1}{2} \text{ points} \\ 12\frac{1}{2} - 8 &= 4\frac{1}{2} = 5 \end{aligned}$$

The starting position is the corresponding step (Step 5) on the scale.

- iii) No individual will have a starting salary of less than the minimum on the salary scale.

## 2. PROGRESSION FACTORS

As per 14.03 A 2 (a), (b) and (c) annual base salary step increments up to and including the appropriate control point of the applicable salary schedule are based upon experience. Above the control point and up to the employee's maximum attainable salary step, annual base salary step increments are based on the employee's performance.

	<b>Step Value</b>
A) <b>Experience</b> - to control point	1 step per year
B) <b>Performance</b> - above control point where performance satisfactory	1 step per year
C) <b>Further Formal Education</b> - where prior approval given by the College	1 step for each completed year at the post-secondary level - on the basis of the explanatory notes set out in Section B of the Appointment Factors on page 123.  Note: No credit will be given where to do so would reduce total progression time to the appropriate maximum to less than 4 years.

### **Special Note to Raters:**

If a given individual's qualifications and experience are such that the College concerned considers that person to be particularly important to its program but the salary as established by the plan is inadequate, the College may grant up to five (5) additional steps on appointment provided the resultant rate does not place the individual above the maximum salary.

Should the College consider that a higher starting salary is required, for those employees hired after December 20, 2017, the College shall seek the consent of the Union, which shall not be unreasonably withheld.

## **SECTION II CLASSIFICATION PLAN FOR INSTRUCTORS**

### **FACTORS**

#### **1. APPOINTMENT FACTORS**

##### **A) Experience: Relevant Teaching/Relevant Occupational**

Relevant occupational experience generally means full years of experience in a field of work related to the material to be taught, or to some allied aspect of it. In determining the number of years to be counted the College hiring must avoid the extremes of counting either "years of time passed" or "years of entirely non-repetitive experience", and must make a fair assessment of an applicant's experience.

For example, an applicant who has spent some years as a sales clerk before qualifying as an engineer should not expect that sales experience to count as relevant experience if the person is being hired to teach engineering.

Part-time experience should only be totalled if it forms part of a regular program of development such as a co-operative educational program.

Double counting must be avoided. For example, if an applicant worked as a graduate assistant while pursuing an advanced degree, the person shall not be given full credit for both experience and educational time.

Similarly, relevant teaching experience means full years of teaching experience at a level comparable with the level required of the applicant. Again, double counting must be avoided for teaching experience as, for example, a graduate assistant while pursuing advanced qualifications.

The values to be given for experience are:

- First 5 years: 1 point per year
- Next 9 years:  $\frac{2}{3}$  point per year
- Next 12 years:  $\frac{1}{2}$  point per year

##### **B) Relevant Formal Qualifications**

Formal qualifications are those which constitute the norm in institutions of post-secondary education in the Province of Ontario. Only full years of post-secondary education at successively higher levels, and leading to a diploma, professional accreditation or degree, are recognized. For example, a graduate of a three-year technology program in a College would be given  $1\frac{1}{2}$  points for each of the three years, regardless of the length of time actually spent by the individual in obtaining the diploma.

No credit is to be given for a year of study in which there was significant duplication of other studies. Therefore, only the highest qualification will be used in computation

unless the subject areas are from different disciplines and all relevant to the appointment.

- CAAT Diploma or Post-Secondary Certificate -  
per year (level) completed: 1½ points  
(Maximum of 4 years)
- University Degree - per year (level) completed: 1½ points  
(Maximum of 6 years)
- Formal integrated work/study program such as  
P.Eng., CA, CGA, CMA (formerly RIA),  
Certified Journeyman -  
per year (level) completed: 1½ points  
(Maximum of 5 years)

The maximum credit for formal qualifications shall be six (6) years. For employees hired after October 1, 2017, the maximum credit for formal qualifications will be seven (7) years.

(Note that years included herein are not also to be included under Factor A)

### **C) Computing Initial Placement**

- i) The minimum qualifications requirement is a count of 6 points based upon the appointment factors. Since this is the minimum requirement, a total of 6 points corresponds to the minimum rate. (This is not intended to preclude a College from hiring an individual whose qualifications and experience total less than 6 points. In such cases, however, the individual would be hired at the minimum of the scale.)
- ii) Computation of the initial salary is, therefore,  $A + B - 6$ . The product is rounded to the next higher number, e.g.

$$A = 4\frac{1}{2} \text{ points}$$

$$\underline{B = 5 \text{ points}}$$

$$A + B = 9\frac{1}{2} \text{ points}$$

$$9\frac{1}{2} - 6 = 3\frac{1}{2} = 4$$

The starting position is the corresponding step (Step 4) on the scale.

- iii) No individual will have a starting salary of less than the minimum on the salary scale.

## 2. PROGRESSION FACTORS

As per 14.03 A 2 (a), (b) and (c) annual base salary step increments up to and including the appropriate control point of the applicable salary schedule are based upon experience. Above the control point and up to the employee's maximum attainable salary step, annual base salary step increments are based on the employee's performance.

	<b>Step Value</b>
A) <b>Experience</b> - to control point	1 step per year
B) <b>Performance</b> - above control point where performance satisfactory	1 step per year
C) <b>Further Formal Education</b> - where prior approval given by the College	1 step for each completed year at the post-secondary level - on the basis of the explanatory notes set out in Section B of the Appointment Factors on pages 125-126.  Note: No credit will be given where to do so would reduce total progression time to the appropriate maximum to less than 4 years.

### **Special Note to Raters:**

If a given individual's qualifications and experience are such that the College concerned considers that person to be particularly important to its program but the salary as established by the plan is inadequate, the College may grant up to five (5) additional steps on appointment provided the resultant rate does not place the individual above the maximum salary.

Should the College consider that a higher starting salary is required, for those employees hired after December 20, 2017, the College shall seek the consent of the Union, which shall not be unreasonably withheld.

**CLASSIFICATION DEFINITIONS FOR  
POSITIONS IN THE ACADEMIC  
BARGAINING UNIT**

**(to be used in conjunction with the Job Classification  
Plans for positions in the Academic Bargaining Unit.)**

**CLASS DEFINITION**

**PROFESSOR**

Under the direction of the senior academic officer of the College or designate, a Professor is responsible for providing academic leadership and for developing an effective learning environment for students. This includes:

- a) The design/revision/updating of courses, including:
  - consulting with program and course directors and other faculty members, advisory committees, accrediting agencies, potential employers and students;
  - defining course objectives and evaluating and validating these objectives;
  - specifying or approving learning approaches, necessary resources, etc.;
  - developing individualized instruction and multi-media presentations where applicable;
  - selecting or approving textbooks and learning materials.
  
- b) The teaching of assigned courses, including:
  - ensuring student awareness of course objectives, approach and evaluation techniques;
  - carrying out regularly scheduled instruction;
  - tutoring and academic counselling of students;
  - providing a learning environment which makes effective use of available resources, work experience and field trips;
  - evaluating student progress/achievement and assuming responsibility for the overall assessment of the student's work within assigned courses.
  
- c) The provision of academic leadership, including:
  - providing guidance to Instructors relative to the Instructors' teaching assignments;
  - participating in the work of curriculum and other consultative committees as requested.

In addition, the Professor may, from time to time, be called upon to contribute to other areas ancillary to the role of Professor, such as student recruitment and selection, time-tabling, facility design, professional development, student employment, and control of supplies and equipment.

## **CLASS DEFINITION**

### **COUNSELLOR**

A Counsellor is responsible for assisting students and potential students to function effectively as learners and as individuals by helping them understand, prevent or overcome personal, social or educational problems that may hinder learning or their ability to cope with everyday living. The Counsellor's duties include:

- a) Developing and maintaining appropriate counselling programs.
- b) Interviewing individuals, by appointment, to explore personal or social difficulties or vocational/educational decision making, including:
  - referring students as appropriate to proper professional help;
  - facilitating discussion/dialogue between students, faculty and administration;
  - participating in pre-admission interviewing and testing as required.
- c) Group counselling as a non-instructional activity.
- d) Testing and evaluation of individuals to assist them in their personal, educational/vocational development.
- e) Assisting administration, faculty and staff, in a consultative role in identifying student problems, dealing with student problems, and relationship problems among students.
- f) Providing educational/vocational information to students or directing them to available sources.
- g) Participating in the orientation of new students to the College.
- h) Teaching as assigned.

In addition, the Counsellor may, from time to time, be called upon to contribute to other areas ancillary to the Counsellor's role, such as student recruitment and selection, student employment, liaison with community service programs and agencies, professional development and control of supplies and equipment.

## **CLASS DEFINITION**

### **INSTRUCTOR**

The Instructor classification applies to those teaching positions where the duties and responsibilities of the incumbent are limited to that portion of the total spectrum of academic activities related to the provision of instruction to assigned groups of students through prepared courses of instruction and according to prescribed instructional formats; and limited to instruction directed to the acquisition of a manipulative skill or technique; and under the direction of a Professor. Notwithstanding such prescription, the Instructor is responsible for and has the freedom to provide a learning environment which makes effective use of the resources provided or identified, work experience, field trips, etc., and to select suitable learning materials from those provided or identified to facilitate the attainment by the students of the educational objectives of the assigned courses.

The Instructor's duties and responsibilities include:

- ensuring student awareness of course objectives, instructional approach, and evaluation systems;
- carrying out regularly scheduled instruction according to the format prescribed for the course, including as appropriate, classroom, laboratory, shop, field, seminar, computer-assisted, individualized learning, and other instructional techniques;
- tutoring and academic counselling of students in the assigned groups;
- evaluating student progress/achievement, assuming responsibility for the overall assessment of the students' work within the assigned course, and maintaining records as required;
- consulting with the Professors responsible for the courses of instruction on the effectiveness of the instruction in attaining the stated program objectives.

In addition, the Instructor may, from time to time, be called upon to contribute to other activities ancillary to the provision of instruction, such as procurement and control of instructional supplies and maintenance and control of instructional equipment.

## **CLASS DEFINITION**

### **LIBRARIAN**

This class covers the position of a Librarian which combines the theoretical knowledge of library science, information studies and subject disciplines with the practical application of educational technologies for the purposes of information storage, retrieval and dissemination. Librarians are members of an academic community who share with faculty colleagues in the responsibility of imparting life-long learning skills to students and are responsible for the collection, dissemination, and organization of bibliographic and learning resources in the College. Librarians may assist with administrative functions or provide guidance to support staff assigned to their areas of responsibility.



Librarians may be responsible for specific academic subject areas or a particular function within the organization. Areas may include collection and resource development, information provision and dissemination, information literacy instruction and staff training, cataloguing, library computer systems coordination, outreach, scholarly communications, and project planning. Academic librarians monitor current trends and services in the field and provide leadership in library and information services development.

Other related duties may be assigned. Librarians are accountable to the College through designated management personnel and are assigned specific roles and tasks by management on hiring or re-assignment.

Qualifications: Master of Library and Information Studies or equivalent degree from an American Library Association accredited institution.

## INDEX

This index is intended solely for the purposes of identifying commonly referenced words or terms within the articles of the Collective Agreement. This index does not form part of the Collective Agreement and shall not be used to interpret or give meaning to any article, word or clause in the Collective Agreement.

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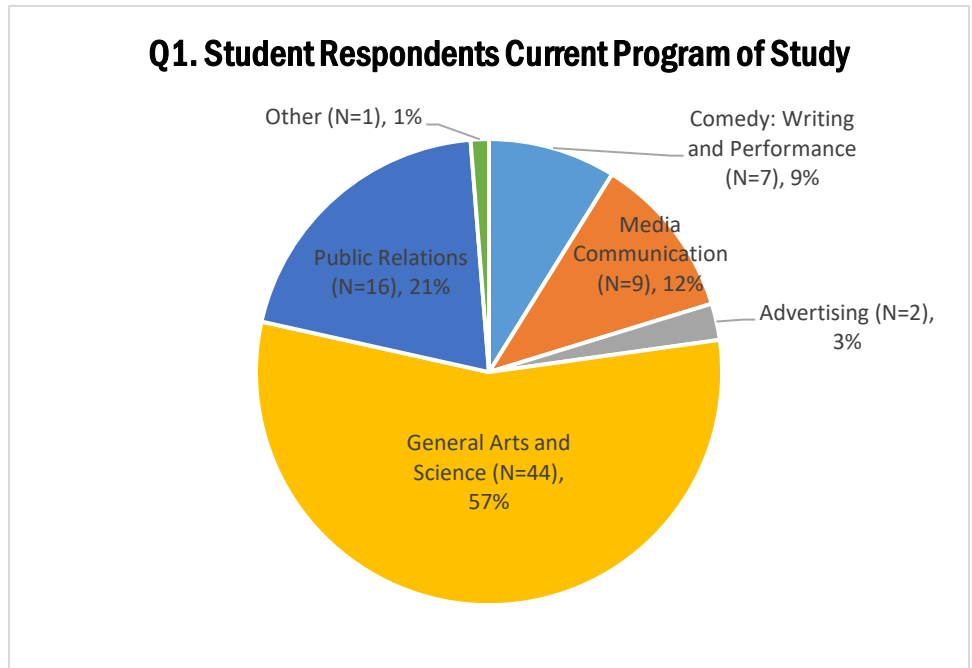
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## STUDENT DEMAND SURVEY REPORT BACHELOR OF CREATIVE AND PROFESSIONAL WRITING

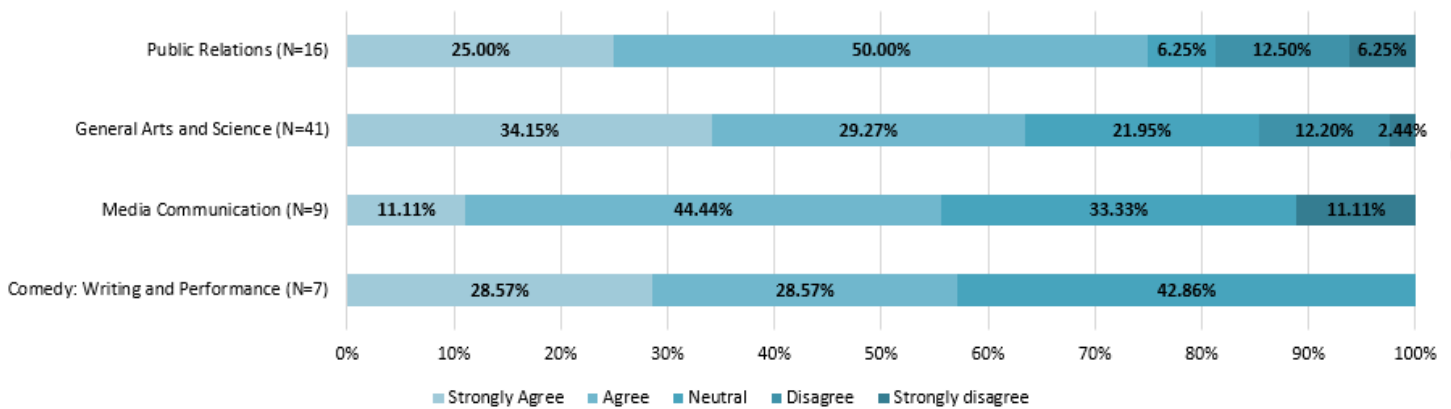
Students from the Faculty of Liberal Arts & Science and Innovative Learning (FLA) and the Faculty of Media and Creative Arts (FMCA) were asked to complete a survey regarding their potential interest in the proposed Bachelor of Creative and Professional Writing program. A total of **77 students from five programs** in their first, second and third year of study completed the survey.

Nearly **72%** of students agreed or strongly agreed that they would be **interested in learning more about creative and professional writing** as a field of employment, while **61%** of students would be interested in **applying to the proposed program as a transfer student**. Notably, 71% of respondents from the General Arts and Science Diploma program indicated that they would be interested in applying to the proposed program.

Below is a breakdown of responses by current program of study.



### Q5. I would be interested in applying to the proposed program if I could transfer credits from my current program (N=72)



When asked to reflect on the most attractive aspects of the proposed program, students cited features such learning more about freelance writing, developing stronger writing skills and placement opportunities. The following examples demonstrate the types of responses provided by students.

“Developing stronger writing skills that would be applied to future jobs.”

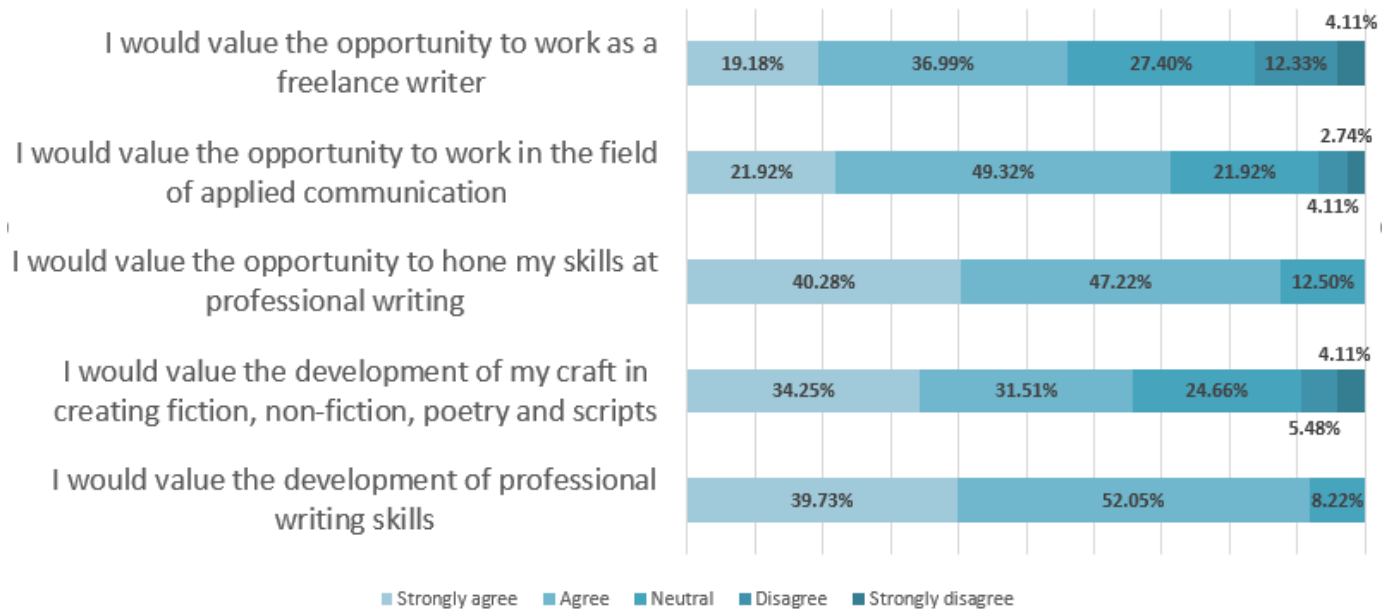
“...potentially turning my interest in writing into a career.”

“The experience that the placement would provide.”

Of the 77 students that started the survey, 95% (N=73) responded to a series of statements regarding their values related to their academic and career writing goals. Of those, at least **7 out of 10 students strongly agreed or agreed with all the statements**. More than 90% responded that they value the development of professional writing skills.

Below is a breakdown of the overall responses.

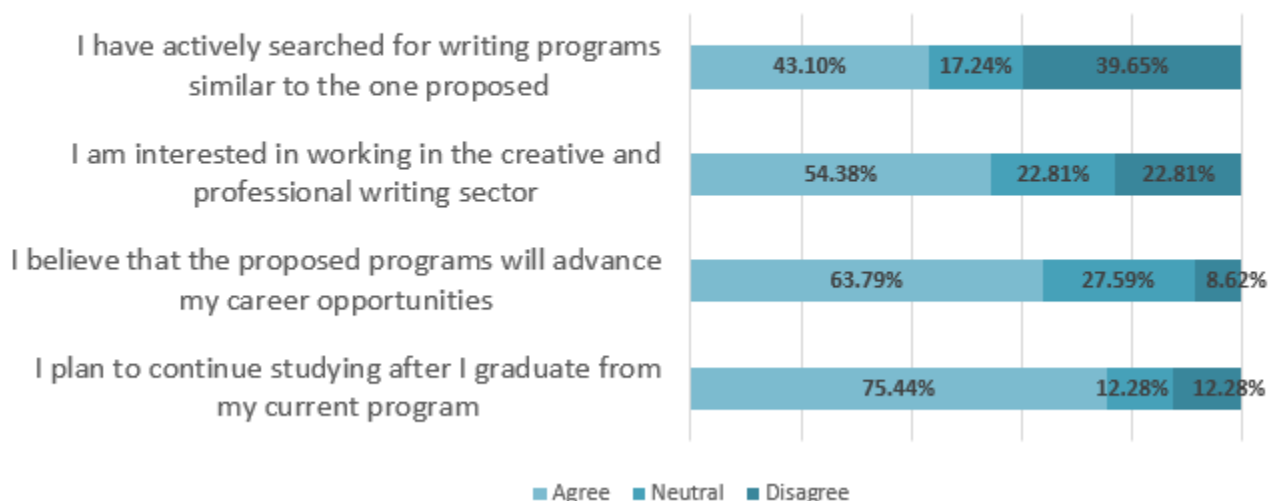
**Q6. Considering the information you have been provided about the proposed program, please indicate your level of agreement with the following statements:**



Of the 58 students that completed the series of statements regarding their career/academic interests and plan, **75% (N=43)** indicated that they **plan to continue studying after they graduate**, **64% (N=37)** believe the proposed program will advance their career opportunities, and **43% (N=25)** said that they have actively searched for writing programs similar to the one proposed.

Below is a breakdown of the overall responses

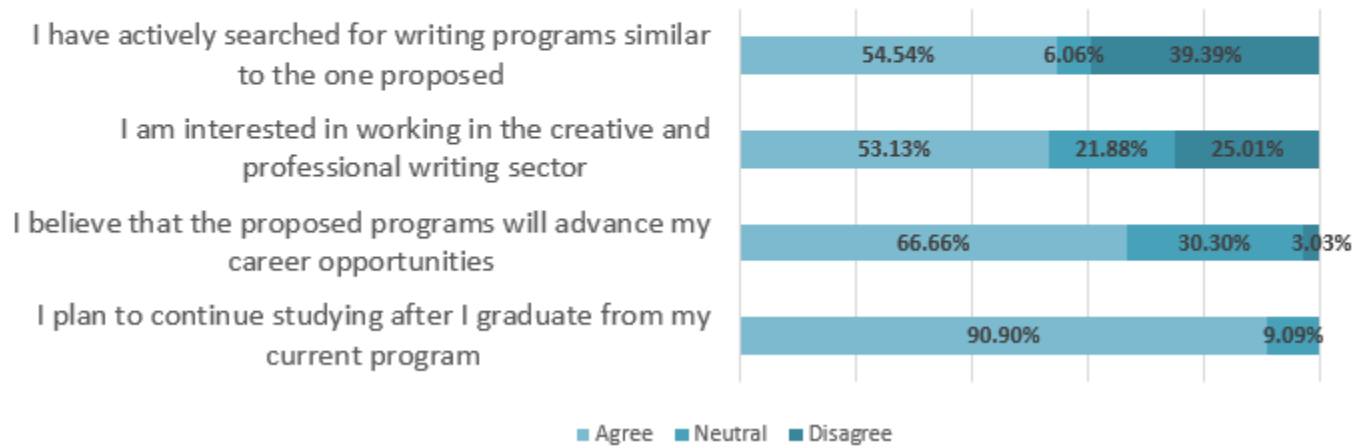
**Q9. Please indicate below, how true the following statements are for you in general:**



Notably, **91%** of the General Arts and Sciences student respondents indicated that they **plan to continue studying after graduation** and **54%** indicated they **have actively searched for writing programs similar to the one proposed**.

Below is a breakdown of the responses from General Arts and Science students to Q9.

### **Q9. General Arts and Science Students Only Please indicate below, how true the following statements are for you in general:**



## Bachelor of Creative and Professional Writing

### Composition of the Ad Hoc Program Advisory Committee:

NAME & TITLE	ORGANIZATION	EDUCATIONAL CREDENTIALS & PROFESSIONAL AFFILIATIONS
Sharon Aschaiek, Principal	Higher Ed Communications	<ul style="list-style-type: none"> <li>• Editors Canada (Professional Association) (2018)</li> <li>• Ryerson University – Strategic Marketing and Social Media (2010-2014)</li> <li>• Humber College – Journalism Ontario Graduate Certificate (1999-2000)</li> <li>• York University, Bachelor of Arts (Honours) in Communication, Sociology (1994-1999)</li> <li>• PAC member for Humber College’s Professional Writing and Communications Program (2015 to Present)</li> <li>• IABC Toronto – Vice-President, Special Interest Groups (2017-2019)</li> </ul>
Jackie DeSousa, Director of Corporate Communications	Ontario Power Generation	<ul style="list-style-type: none"> <li>• Ryerson University BAA – Journalism (1985-1988)</li> <li>• Certified Change Management Professional (CCMP) (2019)</li> <li>• PAC member for Humber College’s Professional Writing and Communications Program (2013 to Present)</li> <li>• Mentor – TRIEC Mentoring Partnership at George Brown (2011 to Present)</li> </ul>
Jackie Kaiser, President and COO	Westwood Creative Artists	<ul style="list-style-type: none"> <li>• Wilfred Laurier University – BA, English and Psychology (1980-1983)</li> </ul>
Megan Borner, Manager, Research, Monitoring and Evaluation Team	Ontario Ministry of Education	<ul style="list-style-type: none"> <li>• PAC member for Humber College’s Professional Writing and Communications Program</li> </ul>
Don Gillmor	Novelist, Journalist, Non-Fiction Writer	<ul style="list-style-type: none"> <li>• University of Calgary – BA (1997)</li> <li>• Contributing editor to Saturday Night, Toronto Life, Rolling Stone, GQ, The Globe and Mail, The Toronto Star.</li> <li>• Don has received 11 National Magazine Awards for his journalism, along with the Prix Jean-Charles Page (for medical journalism), two Western Magazine Awards and one National Newspaper Award.</li> <li>• His two-volume companion to CBC Television's award-winning <i>Canada: A</i></li> </ul>

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		<p><i>People's History</i> won the prestigious Libris Award in 2001. His children's books have received the Governor General's Award, the Mr. Christie Award and the Torgi Award from the CNIB.</p>
Iris Tupholme, Senior Vice President and Executive Publisher	HarperCollins Canada	<ul style="list-style-type: none"> <li>• Rotman School of Management – MBA Essentials (2005-2006)</li> <li>• University of Guelph – B.A, English (1976-1980)</li> <li>• University of Toronto – MA, English, English literature/Book History, &amp; Print Culture</li> </ul>
Gillian Turnbull	Freelance Writer, Editor, Educator	<ul style="list-style-type: none"> <li>• York University, Dept. of Music Ph.D. in Ethnomusicology, 2009</li> <li>• Roots Music in Calgary, Alberta: An Ethnography. Rob Bowman, dissertation supervisor</li> <li>• University of Kings College M.F.A. in Creative Nonfiction, 2017 Book: <i>Liner Notes: Stories Behind Favourite Songs</i></li> <li>• University of Alberta, Dept. of Music M.A. in Musicology/Ethnomusicology, 2003 <i>We Are Lost Together: Blue Rodeo and the Construction of Canadian Identity</i>. Adam Krims, thesis supervisor</li> <li>• University of Calgary, Dept. of Music, B.A. (Honours) in Music, 2000</li> <li>• Ryerson University, Department of Music and Philosophy (2006 to Present)</li> <li>• Chalmers Professional Development Grant, Ontario Arts Council, 2019</li> <li>• Alberta Foundation for the Arts, Arts Presenting Grant, 2019 (Awarded for presenting Wide Cut Weekend Roots Music Festival)</li> <li>• Canada Council for the Arts Research and Creation Grant, 2018</li> <li>• SOCAN Popular Music Festival Grant, 2018 (Awarded for presenting Wide Cut Weekend Roots Music Festival)</li> <li>• Access Copyright Foundation Research Grant, 2018</li> <li>• Alberta Foundation for the Arts, Arts Presenting Grant, 2018 (Awarded for presenting Wide Cut Weekend Roots Music Festival)</li> <li>• Weekend Roots Music Festival)</li> </ul>