

# The OWL HOOTS

Newsletter of the Dawson Teachers' Union Executive



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## Consulting firm submits 'organizational review' of Dawson's Continuing Education sector

### Report cost just under \$25,000; suggests creation of a new leadership position

Last December, Aviseo Consulting submitted its organizational review of the Continuing Education (CE) sector to Dawson's Board of Governors (BOG).

The report assessed the issues facing the sector with an eye towards "optimization of [its] organizational structure."<sup>1</sup> Its chief finding was the need to "establish a CE leader" -- either a new Dean, or a new Director -- in order to "guide [CE's] growth and help to seize untapped market opportunities." It identified international students, immigrants, and the business sector as potential "new clientele."

Aviséo surveyed fourteen members of the administration, including the Director of Finance and a Financial Management Officer, in order to reach its conclusions. No students, teachers, or support staff were consulted. Respondents recommended preserving CE's "ability to generate funds" as well as its "[ability] to offer 17-19 year-old age group evening courses," a demographic typically served by the Regular sector.

The CE report ran a tab of \$24,719.63 after taxes. The College awarded the contract to Aviséo without following the tendering process prescribed in its procurement policy.

### A financially healthy sector

The report highlighted CE as generating "a significant portion of the College's funding," a statement supported by the figures<sup>2</sup>: the sector posted a surplus of \$1.86 million in 2015 and of \$1.75 million in 2016, or roughly 2.6% of the college's entire operating budget.

Furthermore, these surpluses remain after significant withdrawals from the CE coffers. In 2016, CE spent \$2.43 million on 'other expenses' -- those unrelated to its functioning -- while the Regular sector received a \$2.40 million infusion under the same heading.

Meanwhile, the College has yet to commit any funds to improving the working conditions of CE teachers. Notably, the DTU General Assembly's request for additional CE charges has so far gone unanswered -- as has the related request for the provision of a sick day bank.

Currently, CE teachers have no choice but to forgo pay when they are absent due to an illness.

### BOG pushes ahead with recommendation

On February 22, the BOG approved the creation of the Dean of Continuing Education and Community Services position. No candidates for the position have thus far been announced.

While efficiency is a laudable goal, the question of how best to address the challenges facing the CE sector remains open.

<sup>1</sup> Quoted directly from: 'Dawson College: Organizational Review of the Continuing Education Sector', Aviséo Consulting, December 2016

<sup>2</sup> Figures cited from the 2015-2016 Dawson College RFA

## Stand in solidarity: Withhold your final grades until June 1st

The collective agreement stipulates that teachers must submit their final grades no later than five working days after the end of the semester.

This semester, that date is June 1st.

However, the College continues to refer to a phantom grade submission deadline<sup>1</sup> “for courses with no exams held during the exam period.”

The DTU has systematically published corrections to this misinformation for at least a decade. Due to its potential for misleading students and new teachers -- particularly Continuing Education teachers who often have little contact with their colleagues -- the DTU executive has repeatedly requested that all mentions of this deadline be removed from the College’s announcements.

In its place, we have suggested that the College kindly ask that all grades be submitted as early as possible.

At a recent meeting of the *Commission des relations du travail* (CRT), the College took the position that it will continue to refer to two grade submission deadlines in its communications with teachers.

In response, we are recommending that our members withhold their final grades until June 1st. We will continue to make this recommendation until the College corrects its course.

<sup>1</sup> Retrieved from <https://www.dawsoncollege.qc.ca/registrar/winter-2017-day-division/> on April 6, 2017

### IMPORTANT DATES

#### GENERAL ASSEMBLY

11:30am, Thursday, **April 26th**  
Boardroom (5B.13)

Items on the agenda include Approval of the Budget and Elections for 2017-18

#### SUBMIT YOUR G.O.S.!

You must submit your in the month of April. Consult the DTU email sent out on April 3rd.

#### SUMMER HOLIDAYS

First day of vacation: Thur. June 15 2017  
Last day of vacation: Tues. Aug. 15 2017  
First day of classes: Wed. Aug 23, 2017

## Disability medical reports

According to the collective agreement, the College may request a medical certificate from a faculty member on leave with disability. This certificate must attest to the nature and to the duration of the disability.

The DTU executive’s position is that any medical certificate containing these specifics is sufficient -- even a brief note on a prescription sheet from your medical doctor.

In the event that you become disabled, please ensure that the medical certificate you receive from your doctor **clearly indicates both the nature and the duration of your disability.**

We ask that you contact us at [dtu@dtu.qc.ca](mailto:dtu@dtu.qc.ca) if the College insists upon having its own two-page disability medical report (DMR) completed by your doctor -- a service for which you are likely to incur an expense.

## États généraux de l’enseignement supérieur

The États généraux de l’enseignement supérieur will take place at the Université de Laval in Quebec City on the 18th, 19th, and 20th of May.

An initiative of the *Fédération nationale des enseignantes et des enseignants du Québec* (FNEEQ), the event is co-organized by nearly two dozen community groups, teachers’ unions, and students’ and professionals’ associations involved in the province’s higher education system.

A preliminary program is available on the ÉGES website (<http://eges.quebec/>), where you may also register for the event.

The DTU encourages all of its members to participate. If you are interested, please contact us at [dtu@dtu.qc.ca](mailto:dtu@dtu.qc.ca): thanks to a funding agreement with the FNEEQ, we may be able to cover the majority of costs incurred for attending.



# Continuing Education charges update

Following a request from the DTU General Assembly on February 23rd, here is a breakdown of the official Winter 2017 Cont'Ed charges distribution. Note that the total available allocation was 4.086 charges (ETC-equivalent).

## Substantive changes in 2017-18

Beginning in 2017-18, the College has decided to perform a single workload calculation per teacher.

A teacher on a charge in both the Regular and Continuing Education sectors will now have a unique CI (charge individuelle) value associated with their joint workload, instead of two separate CI values. Endorsed by the DTU executive, this approach to assigning the Cont'Ed charges encourages workload equity across the sectors.

The College will also be staffing the charges proactively: the annual allocation of 8.171 charges is due to be distributed to the disciplines in the coming weeks.

Discipline	# sections	# teachers	ETC
Math	3	2	0.681
Chemistry	1	1	0.261
Physics	1	1	0.206
History/Classics	1	1	0.133
Humanities	3	1	0.344
Psychology	2	1	0.281
Economics	1	1	0.136
Sociology	1	1	0.136
Business Admin	1	1	0.136
Comp Sci	1	1	0.127
French	2	1	0.227
English	3	2	0.515
<b>AECs</b>			
Electr. Eng. Tech	1	1	0.169
Business Admin	2	1	0.249
Photography	2	1	0.223
Multimedia	1	1	0.110
<b>Total</b>	<b>26</b>	<b>18</b>	<b>3.934</b>