

Dr. L. McDonough  
President,  
CMCFA

Dear Lawrence:

It is clear that article 13.08 of the Collective Agreement contemplates a balance in the overall workload of a member amongst all three aspects of the effort of a university professor. These are teaching, scholarly activity (including research and its dissemination), and service to the academic community (including administration, mentoring, work for learned and professional societies and for journals).

In the university setting, work for a faculty association is one form of service to the academic community. In some cases the amount of such work is so onerous as to require a rebalancing of other aspects of the workload. It would be inappropriate for the entire brunt of that rebalancing to fall on the time for scholarly activity, so it has been established practice to take these facts into consideration in the assignment of formal teaching duties and other administrative duties.

In each case, the overall determination must be fair, in considering the assigned duties of others in the same unit, taking into consideration all aspects of 13.01, 13.02, 13.07 and 13.08.

I trust that this accurately reflects our shared understanding of the practices for allocating assigned duties.

Sincerely,



John Scott Cowan  
Principal  
The RMC of Canada  
&  
Senior Academic Advisor to Commander CDA

