

School of Religion at Queen's University Workload Standard

Preamble

This document applies to all faculty members in the Queen's School of Religion. The purpose of this document is to ensure the transparent, equitable, and just distribution of workload among the School's core faculty members. It must be read in conjunction with the Workload Policy guidelines outlined in the Queen's Collective Agreement, Article 37. This document comes into effect as soon as it is approved by the Dean of Arts and Science.

The Queen's School of Religion adheres to the 40/40/20 model of teaching, research, and administration unless otherwise negotiated.

Teaching Equity

The normal full time teaching load is the equivalent of two (2.0) full courses in an academic year. Undergraduate teaching will be shared equitably among all members. In addition to the preparation and presentation of courses, teaching includes student evaluation, academic counseling, curriculum development, and the supervision of teaching assistants.

Teaching Reductions

The Director normally receives a 1.0 teaching reduction every year.

The Chair of Theology normally receives a 0.5 teaching reduction every year.

The Graduate Coordinator in Religious Studies normally receives a 0.5 course teaching reduction every other year.

Undergraduate Chair in Religious Studies normally receives a 0.5 course teaching reduction every other year.

Supervision

In addition to the regular teaching load, all full time members of the School are expected to assume active supervisory responsibilities at the graduate level. Graduate supervision will be shared equitably among the tenured and tenure-track members of the School. Part time faculty members are not expected to supervise graduate students without additional compensation.

Research

All full time members of the School are expected to be active in academic research and publishing.

Administration

All full time members who are governed by this workload standard are expected to contribute to the administration of the School and the University through participation in committees and other

designated tasks. Part time faculty members are not expected to assume administrative responsibilities beyond their normal teaching duties without additional compensation.