


# Support professors, counsellors, and librarians: by the numbers

Our working conditions are your learning conditions: we're fighting for better!


**One billion dollars**

The 24 Ontario colleges' collective surplus last year was **\$999.7 million**. Yes, that's right — nearly a billion dollars in profits! Humber College racked up a decent **\$34 million** in profits last year, with almost **\$74 million** cash on hand at the end of the fiscal year.




**46%**

Librarians support student learning by teaching research methods in class, developing the library's collections, providing research consultations, and curating the necessary resources for research-based coursework. Yet only **11 out of 24** of our Ontario colleges have academic librarians.



**Contract Faculty** At Humber College, **7 out of 10** professors are non-permanent, non-full-time employees. It means that most of these precarious workers must take on additional work to make ends meet.

**5.4**

**Minutes**

Our current workload formula allots (at best) **5 minutes and 24 seconds** per week, per student for full-time professors to provide feedback to students (for a 3h course). Non-full-time professors, however, are not provided any additional paid time for feedback.

**0**

**Asynchronous classes**


The Colleges have proposed that asynchronous parts of classes **will not be recognized as teaching**. There will be no paid teaching time for faculty teaching courses in this delivery mode. (But students will still be paying full tuition!)

**6 : 25,000+**

**mental health counsellors** **Humber students**

**Counselling Supports for Students**

The student mental health crisis in post-secondary is on the rise, yet Humber College refuses to hire more full-time counselling faculty. How can **6 full-time counsellors** adequately support over **25,000 students**? Not to mention that we currently have **no Black or Indigenous counsellors** to support our Black and Indigenous students and communities. Our Accessibility Consultants are equally as stretched, with only **10 full-time consultants** serving the entire student population across 3 campuses.

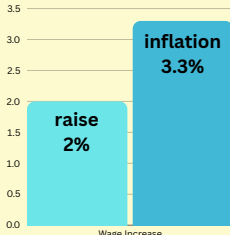


**1985**

**Workload Formula**

The workload formula was intended to help quantify faculty workloads to ensure faculty had sufficient time to provide quality education and supports to students. This formula hasn't changed since 1985. **That was before the internet!** This formula doesn't account for any of the technological and societal changes of the last 40 years.

**Wage Increases**



Some people think that college faculty are well compensated. This may be true for full time faculty at the top of the pay scale, but the opposite can be said for non-full time faculty. In fact, when we look at their compensation spread across the time spent to complete their work, **some faculty make less than minimum wage**. It doesn't help when the Colleges are offering an annual increase of **just 2%** when the rate of inflation itself is over 3%! The cost of living crisis hits close to home, especially for our faculty (and students!) living in the GTA.