

College Practices

Approved: September 1, 1999
Responsibility: COG

PRACTICE TYPE: Human Resources

PRACTICE TITLE: Niagara Plan: Alternative Work Experience for Faculty, Counsellors and Librarians

A. Introduction

In an effort to maintain and improve the quality and content of instruction and services given to students at Niagara College, all faculty members may be asked to complete a work experience opportunity in a service/business/industry relevant to their teaching or service areas. Work experiences should provide the participant with an opportunity to gain exposure to new service/industrial/business environments, methods, technologies or information relevant to the teaching or service area of the staff member.

Alternative work experiences may be scheduled once every three years to ensure updating opportunities occur on a regular and recurring basis.

To ensure alternative work experience opportunities are relevant and tailored to individual jobs, needs and interests, participants will be asked to assume an active role in identifying, selecting and planning their alternative work experience.

B. Practice on Niagara Plan

1. Typically, alternative work experience for faculty will occur for periods of 6 to 8 weeks during a time of the year when a faculty member is not scheduled to teach, or at other times as may be appropriate.
2. All alternative work experience participants will be given the opportunity to indicate the type of activities they would like to pursue for their work experience, their objectives and their preferred location(s) and date(s). These arrangements will then be discussed with the respective Director/Manager and Vice-President.
3. Following initial discussions with the College, contacts with potential work experience sponsors may be initiated by College participants. The objectives of the experience, length and time of work experience should be discussed with possible sponsors during this initial planning period.

NIAGARA COLLEGE OF APPLIED ARTS AND TECHNOLOGY

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