

## ARTICLE [x]. WORKLOAD AND OVERLOAD COMPENSATION

### Section 1. Definition of Full-Time Faculty Workload

The primary responsibilities of all faculty members are teaching, professional development, and service. Teaching encompasses lectures and labs as well as activities such as working with students outside of class, posting and maintaining appropriate office hours, course and curriculum planning, and like activities. Professional development includes maintaining currency in the discipline taught as well as other research appropriate to the faculty member's expertise and appointment. Service includes departmental and institutional committee work, student support and retention activities, and service in professional organizations or other professionally-related public service.

To encourage excellence and a balance between teaching, service, and professional development, when a faculty member is not in session, a faculty member must be able to take advantage of the reduced demands to focus on course preparation, professional development, and scholarship.

Contractual work done outside of a 9-month contract should be calculated on a pro-rated basis consistent with this article. This applies to faculty with contracts between 9 and 12 months.

Full-time faculty workload is defined as 36 workload units (WLU) for both tenured/tenure-track (TT) faculty and non-tenure-track (NTT) faculty on 9-month/39-week contracts and regardless of modality or campus location. Those 36 WLU shall encompass both instructional and non-instructional work.

Department chairs, in consultation with faculty, shall determine how workload is assigned to faculty each academic year or, as needed, each term. As part of this, if a chair determines that a faculty member needs to spend more time on non-instructional work—whether service or professional development—in a given term or academic year, the chair will work with the faculty member to fairly determine what that non-instructional work should look like and how it will be quantified. However, no faculty member will be required to work beyond their annual contractual 36 WLUs, and if additional funding is needed to either compensate faculty for overload instructional or non-instructional work or to hire additional full-time or contingent faculty in a given term or academic year, the Employer shall provide that funding.

### Section 2. Workload Minima for Tenure-Track and Tenured Faculty

\*OT-AAUP reserves the right to add to, modify, or amend proposals during the course of negotiations.

45 Workload minima are guarantees to both a faculty member and a department. While departments  
46 may differ in how much their faculty spend on different aspects of workload, all faculty across the  
47 university will share the workload minima, according to their type of appointment.

48 Faculty with heavy instructional workloads shall be guaranteed time for service and professional  
49 development, which are necessary for tenure and promotion; similarly, faculty with heavy non-  
instructional workloads shall be guaranteed to spend the majority of their time on .001 Tc -0.001 Tw -26.11 -0 Td(48

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