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UNITED ACADEMICS PROPOSAL

WORKLOAD

Section 1. Workload. The professional responsibilities of bargaining unit members vary. Workload for a bargaining unit member should be calculated and assigned in order to ensure that the faculty member is able to devote adequate time to all assigned job duties.

Section 2. Teaching Workload. Each academic unit shall have policies determining appropriate workload for bargaining unit members with teaching responsibilities consistent with this Agreement and Faculty Senate policy. These policies shall be made with faculty input and annually reviewed in consultation with academic unit faculty.

Policies must address each of the following:

- a standard full course or credit load for full-time bargaining unit members in both the tenure-track and fixed-term classifications;
- the per course FTE rate for bargaining unit members at less than 1.0 FTE;
- the weight given to different types of courses typically taught in the academic unit (e.g. lab, studio, lecture courses, writing intensive courses) when calculating bargaining unit member workload;
- the weight given to new preps and course development when calculating bargaining unit member workload;
- course enrollment caps and/or workload adjustments for teaching large courses;
- procedures and requirements for course reductions, releases, or buy outs;
- procedures for determining course assignment and distribution among faculty members;
- procedures for the distribution of summer teaching appointments and teaching assignments;
- the assignment of teaching assistants and other support; and
- procedures by which bargaining unit members can address cases of excessive workload.

Section 3. Part Time Course Load and Benefits. The Employer may not appoint bargaining unit members below 0.50 FTE to preclude providing benefits. Workload policies at the academic unit level may not create a per course FTE rate for part-time bargaining unit members with the intention to preclude providing benefits.

Section 4. Notice of Course Assignment. Bargaining unit members with teaching responsibilities will ordinarily be given at least one term advance notice of the specific courses they are scheduled to teach. In exceptional cases, this notice may be reduced.

Section 5. Reduction in Teaching for Bargaining Unit Members in the Tenure-Track Classification Prior to Promotion and Tenure. Bargaining unit members in the tenure-track classification will receive at least two course releases prior to their fourth year of service. The

1 scheduling of these course releases will be made in consultation between the bargaining unit
2 member and the academic unit head.

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4 **Section 6. Acknowledgment of Exceptional Service.** In recognition of the fact that faculty of
5 color, women faculty, and faculty from other underrepresented communities often perform
6 substantial informal labor (e.g. advising/mentoring students) above and beyond heavy formal
7 service duties, bargaining unit members who demonstrate exceptional commitment to diversity,
8 equity and inclusion at OSU will be eligible for a course release.

9

10 The Employer will grant twenty course releases to distribute at the beginning of each academic
11 year to recognize exceptional service and work toward diversity, equity, and inclusion in the
12 previous academic year to be awarded by the Faculty Senate Diversity Council. Bargaining unit
13 members may be nominated by other faculty, academic unit heads, deans, students, or may be
14 self-nominated. Decisions to award a course release will be based on the bargaining unit
15 member's Annual Review from the previous academic year as well as any letters of support
16 included describing the bargaining unit member's work in support of diversity, equity, and
17 inclusion.

18

19 Bargaining unit members receiving a course release will arrange with their academic unit head
20 the term in which the course release will be taken.