

1 UNITED ACADEMICS PROPOSAL

2
3 WORKLOAD

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

8 **Section 2. Teaching Workload.** Effective September 16, 2021, each academic unit, ~~department~~
9 ~~or college~~ shall have guidelines determining teaching workload for bargaining unit members
10 consistent with this Agreement and Faculty Senate policy. These guidelines shall be made with
11 faculty input and annually reviewed in consultation with academic unit faculty.

12 Guidelines must minimally address standard course or credit loads for full and part-time faculty
13 in tenure-track or fixed-term positions, as well as situations in which adjustments to the standard
14 course or credit load are to be expected. The guidelines must also include clear procedures by
15 which bargaining unit members can address cases of excessive workload.

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

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

23 **Section 5. Reduction in Teaching for Bargaining Unit Members in the Tenure-Track**
24 **Classification Prior to Promotion and Tenure.** Prior to their fourth year in service, bargaining
25 unit members in the tenure-track classification will receive one course release or at least one
26 course release per six courses scheduled to be taught over that period, whichever is greater. The
27 scheduling of these course releases will be made in consultation between the bargaining unit
28 member and the academic unit head.

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

34 The Employer will grant twenty course releases to distribute at the beginning of each academic
35 year to recognize exceptional service and work toward diversity, equity, and inclusion in the
36 previous academic year to be awarded by the Faculty Senate Diversity Council. Bargaining unit
37 members may be nominated by other faculty, academic unit heads, deans, students, or may be

- 1 self-nominated. Decisions to award a course release will be based on the bargaining unit
- 2 member's Annual Review from the previous academic year as well as any letters of support
- 3 included describing the bargaining unit member's work in support of diversity, equity, and
- 4 inclusion.

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