ARTICLE 12 – Teaching Assignment/Faculty Load

Faculty teaching load is assigned by the College Dean in consultation with program faculty. Faculty teaching load is calculated in terms of load hours. The number of load hours credited for most courses is equal to the credit hours assigned to the course. Exceptions to this, as specified in current practice, are as follows: [AGREED: 4/16/14]

1. Writing courses (WR) carry one additional load hour per course. [Agreed: 6/10/14]

2. Student teaching supervision for one-term undergraduates and full-year graduates is equal to one load hour, is equal to 2/3 load hour for placements within 30 minutes travel distance of the supervising faculty member’s home campus. For placements beyond the 30 minute driving radius, an additional load adjustment will be made. Student teaching supervision for full-year graduate MAT students is equal to 1 load hour. The same distance assumptions apply. [AGREED: 4/23/14]

32. Science Labs utilize a 1.0 load factor (that is, a each 3 hour lab is counted as 3 load hours). No adjustment is made for multiple sections since the load is related to student numbers and individual help outside of lab as well as time required for lab preparation and tear-down. Additionally, science laboratory instructors are required to attend to safety and waste disposal issues. [AGREED: 4/23/14]

3. Music, Private Lessons. These utilize a 2/3 load factor (that is, three half-hour private lessons = one load hour). [NO CHANGES]

5.4. Music, Small and Large Ensembles: Each 50 minutes of weekly rehearsal time = 1 load hour. [NO CHANGES]

65. Theatre Lab-type courses utilize a load factor range of 1 to 1.67. (i.e. THEA 255, 355 Rehearsal & Performance is taught together and is calculated as: 2.3 credits x 1.5 = 3.45 load hours rounded down to 4. THEA 260, 264, 265 Acting I, II, III is 4 credits x 1.25 = 5 load hours. THEA 351, 450, 451 Acting IV, V, VI is 3 credits x 1.25 = 3.75 rounded up to 4. THEA 264, 265 Lighting and THEA 266 Costume is 3 credits x 1.3 = 4 load hours.) The load factor is assigned by the Dean of the College of Arts and Sciences in consultation with theatre program faculty. [AGREED: 4/23/14]

76. High impact courses and the learning associated with them are valued by EOU and are managed by the college Dean, in consultation with program faculty, for frequency of offering and loading using the following guidelines. The courses listed below are loaded as follows:

- Practicum and Student Research (non-lab based)
  - 1 load credit = 1 to 6 students
  - 2 load credits = 7 to 12 students
  - 3 load credits = 13 to 18 students
  - Full load credits = 19 or more students

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- Practicum and Student Research (lab-based)
  - 1 load credit = 1 to 2 students
  - 2 load credits = 3 to 4 students
  - 3 load credits = 5 to 6 students
  - Full load credits = 7 or more students

- Capstones
  - 1 load credit = 1 to 3 students
  - 2 load credits = 4 to 6 students
  - 3 load credits = 7 and 8 students
  - Full load credits = 9 or more students
  - In none of the above courses will load credits exceed course credits.
    [6/5/14 Agreed]

8. The Voice — The [Faculty member assigned to assist students with the student newspaper will be given 2 load hours per quarterterm. [OPEN] Duties associated with these load hours include ensuring that students sign up for practicum or internship credits on a per term basis. [Agreed 6/10/14]

9. 7. Load hours associated with shared responsibilities for courses ("team teaching") will be determined by the College dean, considering the preceding guidelines on type of instruction and any College practices while weighing such considerations as the relative contributions of each participating faculty member, the number of students involved, and the extra degree of effort associated with coordinating an effectively team taught course. [AGREED: 4/16/14]

To encourage interdisciplinary exchange and enhance elective offerings, faculty may choose to teach courses with faculty from their own programs or other departments, and receive full load credit, if the maximum student enrollment set for the team-taught class reflects typical enrollment maximums for each professor for this type of course. (For example, an upper division history seminar (with maximum enrollment of 20) team-taught and cross-listed with an upper division sociology seminar (with maximum enrollment of 20) would expect to enroll approximately 40 students.) Other arrangements, involving atypical enrollment maximums, must be approved by the Dean to insure full load credit for each participating faculty member. [AGREED: 4/16/14]

10. Division Chairs — The selection and appointment of College or Division Chairs shall be determined by a shared governance process with the approval of the Provost. Division Chairs will normally receive standard 9-month contracts with a reassigned time of 0.5 FTE for their chair responsibilities and will receive an annual stipend of $3000. Deans may contract with division chairs for additional administrative duties in the summer, but chairs will not be required to assume such duties unless both agree to the terms of the additional appointment. [DELETE 6/10/14]

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11.3. As assigned by the College Dean, an inload course taught using alternative, asynchronous, or other modality shall be loaded equivalent to the number of credits assigned to the course, effective January 1, 2008. [AGREED: 4/16/14]

12. Faculty who have sole responsibility for facilitating HUM 101 or HUM 102 will receive one (1) load credit. [NO CHANGES.]

13. Bargaining unit members teaching a UWR course will receive a maximum one additional load credit, regardless of the number of UWR courses taught. This is limited to on-campus, on-site and online inload courses only. [Agreed: 6/10/14]

11. Teaching faculty must teach their full instructional load as outlined in their Notice of Appointment, unless release from their full instructional load has been awarded by the Dean and approved by the Provost. Anytime where courses are cancelled, it shall be the responsibility of the Dean to assign workduties commensurate with the amount/number of instructional load credits needed, and for which the faculty member is qualified, to be completed by in order to bring the faculty member to ensure full instructional loading (generally 36/9, with occasional deviations due to course release), and it shall be the responsibility of the faculty member to accept such assignment. Where the faculty member refuses to accept such assignment, compensation shall be reduced in relation to the number of instructional load credits actually taught. [OPEN Agreed again 6/10/14]

12. Courses that are part inload and part overload will be compensated at the per course credit hour rate for inload courses. [Move to Article 10 6/10/14 OPEN]

Tentative Agreement

Date: 6/11/2014

Brian X. O’Neill, EOU

Donald Wolff, Joe Corsini, AAP

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