

2.2.6 Two-Year Workload Accounting

Background: In some programs, course loads come in fractional units (e.g. 0.5). Due to courses being offered on multiple-year cycles and the matching of faculty members with particular expertise to particular courses, workload imbalances can occur. It has been the practice to reduce a faculty member's salary in a year when their workload is below 6 courses. The salary reduction is pro-rata: the reduction has been in 7ths of the actual salary. In a year when a faculty member's load is over 6 courses, it has been the practice that they are compensated with a stipend of \$8,000 per full-time course equivalent, which is less than the pro-rata amount of salary (computed using the rate for Assistant Professor II-2 and above). Thus, there is a net loss of lifetime salary due to the differential in salary for an overload year followed by an under-load year (or visa versa). An averaging of faculty workload over two years would remedy the salary disparity caused by our current workload and compensation practices.

Policy: In departments and programs that have fractional courses for teaching assignments, it is permitted to account for the annual workload of a faculty member by averaging courses taught over a period of two years. In a period of two years, to comply with the workload stated in the Faculty Handbook, an individual faculty member's course load must be equivalent to 12 courses (6 per year on average). The following stipulations apply:

1. This policy only applies to tenure-track faculty.
2. A workload imbalance must be necessitated by the needs of a program or department, not individual preference. Workload planning is done by the relevant chair or program director with the approval of the dean (*Faculty Handbook 1.4.2.4.1 and 2.11.1.4*)
3. The workload imbalance must be brought in line within a period of not more than 2 consecutive years.
4. In any given year, over/under loads may not be more than 0.67 course credits.
5. If an overload is not brought into balance by an under-load at the end of the two-year period, then the overload balance will be paid at the current overload rate.

Approved by the Council of Deans, reviewed by the Faculty Welfare Committee, and presented to the Academic Senate on March 22, 2012. Included in AA Protocols October 25, 2012