



# Know Your Rights!

## Workload Equivalencies

According to the University Policy Regarding Teaching Load (Addendum D of the CBA), the workload for tenured and tenure track Faculty is the equivalent of 24 credit hours of teaching per academic year. However, the policy acknowledges that not all Faculty members contribute in the same way:

“Some professors are employed by mutual agreement between themselves and their departments solely for undergraduate teaching. For these persons the teaching load shall be twenty-four credit hours per academic year. Some professors are employed for a mixture of undergraduate teaching, graduate teaching, and the public research that is an inherent part of graduate education. Their teaching load shall be the equivalent of twenty-four credit hours of teaching and shall include formal class teaching and appropriate teaching credit for advising of individual investigations, seminars, research, theses, and dissertations”(CBA, Addendum D, Section (A), p. 121).

- Workload expectations and the specification of workload equivalents of classroom instructional assignments are spelled out in academic unit handbooks (see CBA, Article IX, Section 2.B, p. 38 and Article VI, Section 7.B, p. 20).

Under the new RCM budget model, there is considerable pressure on chairs, directors, and deans to reduce the number of course load equivalencies in connection with undergraduate and graduate student advising and Faculty research. However, reductions in workload equivalencies cannot simply be imposed from the top down.

- “Modification or revision of the basic workload statements and of the specification and/or application of the course load equivalents require the approval of the full Faculty of the department”(CBA, Article IX, Section 2.B, p. 38, emphasis added).

As such, the Faculty of an academic unit have the contractual right to veto any proposed changes or modifications to workload equivalencies specified in their unit handbook.

If you believe that your unit is being pressured to make unwanted changes to your handbook language concerning workload equivalencies or that changes have been made without the approval of the full Faculty of your unit, contact AAUP-KSU (330-673-9118).