Workload Plan of Action-Proposal

Approved by the UHD Faculty Senate
(2 abstentions, none opposed)

Key Questions to Answer
1. who gets 4/3 and who gets 3/4; is this fixed forever for each faculty member or is it a rotating option?
2. how does this apply to assistant chairs, etc. who are on a course release compensation plan?
3. where will we need to fill in the 35 FTEs?
4. what is the priority list for hiring those FTEs? (It will have to be a phased in hiring process, so we’ll need more adjuncts initially or fewer sections)
5. how does COB 3/3 pilot program fit into this plan?
6. will this affect which semesters faculty can teach graduate courses or when faculty can take course releases for research, etc.?

Priorities in the Planning
• full faculty participation in decision-making
• coverage of key needs for students; variety in offerings and time of day should not be sacrificed to faculty preferences for when they get the 3-course semester
• written departmental guidelines for implementation/maintenance of the 4/3 made available to all faculty in department (guidelines should include provision for periodic review/adjustment of system, such as allowing chairs to ask faculty to change their rotation to meet departmental needs)
• implementation of the policy must not be accompanied by expectations of increased faculty productivity in teaching, scholarship, or service, or increased course caps.

Action Timeline

By October 1, 2009
1. Ask chairs to gather data on the following:
   o number of courses and sections offered
   o number of FTEs short after 4/3 implementation
   o which courses will be most affected (e.g., service courses? majors?)
   o for which courses is it hardest to find adjuncts
2. Release data to department faculty, Provost, Deans, Senate

By October 20, 2009
Hold open meeting in each department specifically to discuss methods for 4/3 distribution and develop a plan for the department.

By November 24, 2009
Distribute each department’s final guidelines to the Senate and the Provost; move toward implementation in course planning for Fall 2010.