ARTICLE 12. TEACHING ASSIGNMENT/FACULTY LOAD

Section A. Teaching Assignment. The inload teaching assignment for the academic year will be provided to faculty by September 1st. Changes made to the AY teaching assignment after September 16th are based on discipline/department need and are made through mutual agreement between the faculty member and the Dean/Director. Any such changes can occur no later than two weeks before the start of the term in which the change is applied. Load that exceeds the instructional load assignment as defined in Article 3 is considered overload, and conditions are detailed in Section B. Overload compensation is detailed in Article 11, Section E.

Section B. 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 courses is equal to the credit hours assigned to the course. As assigned by the College Dean, a course taught using alternative, asynchronous, or other modality shall be inloaded equivalent to the number of credits assigned to the course. Exceptions to this are as follows:

1. Writing courses (WR) carry one additional load hour per course. However, instructors of WR courses will not receive an additional UWR load credit for teaching UWR WR courses.

2. Student teaching supervision for one-term undergraduates and full-year graduates is equal to one load hour.

3. Science Labs utilize a 1.0 load factor (that is, each 3 hour lab is counted as 3 load hours).

4. Music, Private Lessons. These utilize a 2/3 load factor (that is, three half-hour private lessons = one load hour).

5. Music, Small and Large Ensembles: Each 50 minutes of weekly rehearsal time = 1 load hour.

6. Theatre Lab-type courses utilize a load factor range of 1 to 1.67. (THEA 255, 355, Rehearsal & Performance, are taught together and is calculated as: 3 credit x 1.5 = 4.5 load hours, rounded down to 4. THEA 150, 250, 350, and Acting I, II, III are 4 credits x 1.25 = 5 load hours**.** THEA 351, 450, 451, and Acting IV, V, VI are 3 credits x 1.25 = 3.75 load hours, rounded up to 4. THEA 264 Set Construction, THEA 265 Lighting and THEA 266 Costume are 3 credits x 1.3 = 4 load hours.)

7. 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. The Dean determines the frequency of scheduling and loading the high impact courses listed below.

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

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

    c. Capstone courses are inloaded equivalent to the number of credits of the course. Individualized capstones are rare occurrences. When allowed by the Dean, an individualized capstone is loaded as follows:
        i. 1 load credit = 1 to 3 students
        ii. 2 load credits = 4 to 6 students
        iii. 3 load credits = 7 and 8 students
        iv. Full load credits = 9 or more students
        v. In none of the above courses will load credits exceed course credits

8. Individualized courses are rare occurrences and when allowed by the Dean are inloaded at (1) load credit.

9. The Voice – A faculty member will be assigned to assist students with the student newspaper and given 2 load hours per term. Duties associated with these load hours include ensuring that students enroll for practicum or internship credits on a per term basis.

10. Load hours associated with shared responsibilities for courses ("team teaching") will be determined by the College Dean in consultation with the faculty involved.

11. 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.

*AAP reserves the right to add to, modify, or amend proposals during the course of negotiations.

12. 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 courses are cancelled it shall be the responsibility of the Dean to assign duties commensurate with the number of instructional load credits needed, and for which the faculty member is qualified, in order to bring the faculty member to full instructional loading (generally 36/9, with occasional deviations due to course release). 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.

Section C. Overload. Overload is instructional load that exceeds thirty-six (36) load hours for faculty on tenure track or indefinite tenure or forty-five (45) load hours for faculty on fixed-term assignment. Courses that are offered as overload are assigned by the Dean or Library Director, based on program/department need and in consultation with the College Dean/Director. Overload assignments are made in consideration of the following: Core and required courses for programs, degrees, and/or concentrations will not be assigned as overloads, unless a faculty member's instructional load is composed entirely of core and required courses.