According to the current AAUP Faculty Agreement, academic year full-time faculty are expected to carry a workload of 24 credit hour equivalents per year (Fall & Spring semesters). This workload is specified in the Agreement to include professional activities in research, teaching and service. Faculty Specialists have maximum workloads of 30 credit hour equivalents in the academic year and their work assignments may be determined by their letter of appointment. Single semesters may be under- or over-loaded.

Work assignments will be made in a manner consistent with the Agreement (42.§3): The Chair “may assign bargaining unit faculty members to perform, as part of their regular workload, appropriate professional duties which the faculty are qualified to perform. In determining qualifications, chairs shall seek and give serious consideration to the advice of department faculty.” The chair will compile individual workload reports and make them available on an annual basis to all Departmental Faculty. Under no circumstances may this policy conflict with the current Agreement.

The credit hour equivalents of the work assignments for individual faculty members will be determined, on a semester by semester basis, by mutual agreement of the Faculty member, the Department Chair and the unit Faculty, by using the table of credit hour equivalent values presented below.

**Research Active Faculty Support:**

- Dedicated laboratory: 2-6 hrs
- Active extramural research, foundation and/or contract funding: 1-4 hrs
- Active training funding: 1-4 hrs
- Active intramural funding: 1-2 hrs

**Service Support:**

- Departmental Service: 1-3 hrs
- Departmental Graduate Advisor: 3 hrs
- Standing University/Senate Committee: 1 hr
- Senate/AAUP representative: 1 hr
- Senate Office: 2 hrs*
- AAUP Office: 2 hrs*
- Other academic and scientific service provision: 1-4 hrs

* or according to AAUP contract
Lecture Teaching Support:

<table>
<thead>
<tr>
<th>Class level</th>
<th>Class size</th>
<th>Credit hrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>1000-4000</td>
<td>≤30</td>
<td>as listed</td>
</tr>
<tr>
<td>1000-4000</td>
<td>31-60</td>
<td>list + 1 hr</td>
</tr>
<tr>
<td>1000-4000</td>
<td>61-120</td>
<td>list + 2 hrs</td>
</tr>
<tr>
<td>1000-4000</td>
<td>≥121</td>
<td>list + 3 hrs</td>
</tr>
<tr>
<td>1000-4000</td>
<td>lab instruction</td>
<td>list + 1 hr</td>
</tr>
<tr>
<td>1000-4000 (team)</td>
<td>as above</td>
<td>proportional to full</td>
</tr>
<tr>
<td>5000-7000</td>
<td>≤10</td>
<td>as listed</td>
</tr>
<tr>
<td>5000-7000</td>
<td>11-20</td>
<td>list + 1</td>
</tr>
<tr>
<td>5000-7000</td>
<td>≥21</td>
<td>list + 2</td>
</tr>
<tr>
<td>5000-7000</td>
<td>lab instruction</td>
<td>list + 1</td>
</tr>
</tbody>
</table>

New course development as above + 1-3 hrs

Writing intensive or Capstone as above + 2

Individual Teaching Support:

4990/4980 as listed
M.S. (Mentorship rotation &/or Committee Chair) 1-2 hrs each
Ph.D. (Mentorship rotation &/or Committee Chair) 1-2 hrs each
Undergraduate Honor's Thesis 1-2 hrs each
Undergraduate Research Mentor 1 hr each

Explanations:

Other academic and scientific service includes increased service loads incurred by dual appointees, service at the State, national and international levels and any other discretionary service agreed upon.

Lab instruction is defined as Faculty involvement in lab sections. TA supervision is covered by credit hours added in lecture/lab based courses (i.e. BIOS 3500 has a 3 hour lecture component + 2 hours for lab supervision = 5 total).