

UNIVERSITY OF PITTSBURGH PROPOSAL

May 9, 2023

ACADEMIC WORKLOAD

I. Academic Workload Policies

1. Each school, regional campus, or department, as applicable, will have a published academic workload policy, which defines the expectations for each category of teaching, scholarly work, clinical work, research, advising and/or mentoring, service, and professional responsibilities for each faculty rank, as applicable. Workload composition for each faculty rank must be specified in each academic workload policy, whether in terms of percentage or proportion of overall workload expectations, credit hour equivalents, or some other metric. All academic workload policies and/or changes thereto shall be approved by the Office of the Provost. This Article shall not apply to bargaining unit faculty members appointed to the Falk School.

2. Teaching Load

- a. Except as otherwise provided in this Section, the normal teaching load for full time bargaining unit faculty members will be no more than twelve (12) credits per term or twenty-four (24) credits per academic year for bargaining unit faculty members at the regional campuses, and nine (9) credits per term or eighteen (18) credits per academic year for bargaining unit faculty members at the Pittsburgh campus.
 - b. Teaching loads shall be determined by the academic workload policy of the school, regional campus, or department, as applicable.
 - c. Bargaining unit faculty members may be assigned to teach credits in addition to the applicable normal teaching load, in the Employer's discretion, subject to Section III of this Article regarding overloads.
3. The Office of the Provost shall establish a joint committee comprised of bargaining unit faculty members and members of administration, for the purpose of developing a system by which part time bargaining unit faculty members will be provided the opportunity to request to teach unassigned courses for the following term before soliciting outside candidates.

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The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

II. Individual Workload Expectations

1. All bargaining unit faculty members may be notified of their individual workload expectations consistent with the terms of the academic workload policy of the school, regional campus, or department, as applicable. Academic workload expectations include but are not limited to teaching responsibilities, scholarly work, clinical work, research, advising and/or mentoring, service, and professional responsibilities, as applicable, and may be modified at the discretion of the Employer.
2. Bargaining unit faculty members will be given reasonable advance notice of any changes to their academic workload expectations

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III. Overloads

1. Overload is defined as a teaching load in an academic term or year that exceeds a normal teaching load, as set forth in Section I.2 of this Article and the academic workload policy for the bargaining unit faculty member's school, regional campus, or department, as applicable.
2. Bargaining unit faculty members will be compensated for overload credits in accordance with Article . [Compensation] Alternatively, bargaining unit faculty members may elect to reduce their teaching load in the next academic year through a course release equal to the overload credits taught, subject to approval by their Chair, Dean, or regional campus President, as applicable.

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