

UNIVERSITY OF PITTSBURGH PROPOSAL

June 20, 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 developed through the process described in the bylaws of each school, regional campus, or department and 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.

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II. Individual Workload Expectations

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.

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1. All bargaining unit faculty members will be notified of their workload expectations consistent with the terms of the academic workload policy of the school, regional campus, or department, as applicable. The parties agree that providing the applicable workload policy shall inform the bargaining unit faculty member of their workload expectations. 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, in accordance with the applicable workload policy.
2. Bargaining unit faculty members will be given reasonable advance notice of any changes to their academic workload expectations and will be provided a reasonable opportunity to discuss such changes with their supervisor.

III. Teaching 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 who are interested in teaching overload courses will express their interest in teaching such courses in the semester prior to when the overload course is offered by submitting a form to the Employer that will include the course and/or topic the bargaining unit faculty is interested in teaching. Before assigning any bargaining unit faculty member an overload, the Chair, Dean or regional campus President, as applicable, will use their best efforts to assign overload courses to qualified bargaining unit faculty members that have expressed an interest in teaching overload courses.
3. 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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