



MEMORANDUM

March 15, 2010

TO: Community College Chancellors

SUBJECT: Faculty Teaching Load

The recently approved collective bargaining agreement includes language that indicates that UH will seek to have the BOR modify the current BOR Policy 9-16(a) to reflect that the standard teaching load for community colleges shall be 27 credits or its equivalent. The CBA also includes an MOU that creates a joint UHCC/UHPA task force to examine teaching equivalencies and to recommend the development of a community college policy on teaching equivalencies to replace the former CCCM 2250.

The language agreed to in the contract does not represent a new reduction in teaching load nor does it represent any reduction in overall faculty workload. Instead, the language is intended to place into policy our current practice which granted to faculty assigned time of the equivalent of three credits per year to carry out duties related to their faculty professional role, including curriculum development, professional development, college or community service, or other related duties. With one exception, there should be no additional costs associated with the adoption of this language.

The one exception to our current practice that this new policy does change is that faculty cannot choose not to have the assigned time. Under the previous CCCM 2250 guidelines, a faculty member could opt not to take any assigned time and would then teach 30 credits or its equivalent. With the proposed new language, the standard teaching load will be 27 credits or its equivalent and faculty members teaching 30 credits should either be compensated through overload or banking of the excess credits to the next year. Faculty will no longer be required to submit a written declaration to their department chair on the nature of their activities that reduces their teaching load from 30 to 27 credits.

The contract language does not change the workload for department chairs or others who receive assigned time for administrative duties in lieu of teaching. Those individuals should continue to teach the same number of credits as they did previously. Faculty assigned time for curriculum development projects will continue

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to vary by project and should you wish to grant additional assigned time you should negotiate with the faculty member the annual teaching load reduction that they will receive in addition to the normal three-credit reduction that all faculty are now receiving.

If a faculty member has a teaching load reduced below 27 credit hours for the year and subsequently teaches an additional course, then that additional course should be considered as an overload. Overload payments for faculty with assignments less than 27 credit hours should be used sparingly and are not encouraged.

In the course of our negotiations, it became clear that the equivalencies for both teaching and standard assignments, while consistent with CCCM 2250, do vary from campus to campus. The task force will address these concerns in its deliberations. In the interim, continue to use your college's previous practices.



John Morton
Vice President for Community Colleges

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