

Workload Policy

Faculty Senate Capsule Explanation with Examples

In the Workload policy, the pay for less than full classes was changed to simply prorate the faculty pay based upon the pay for a full class (especially for a Lecture/Lab or Lab class). The change was made to be fair to those that teach classes that have Caps less than 10 (the default class cap for the last couple of years) and have a Lab component. The basis for the calculation is IUs and not credits. See the examples below (At one time the College prorated pay based upon a Cap of 15 and it was even worse for the faculty):

1. A Lab class with a cap of 8, 6 students enrolled, and that meets 4 hours a week during the semester; specifically 2(0,4,0,0)
 - a. Per 2005 policy: $Prorated\ IUs = 6 * 0.12 * 2\ Credits = 1.44\ IUs$
 - b. Per new policy: $Prorated\ IUs = 0.75 * 3.0\ IUs = 2.25\ IUs$ The Table in Appendix A is based upon the basic calculation for proration:
Basic form: $Prorated\ IUs = \frac{No.Students}{CAP} * Full\ Class\ IUs\ IUs = Prorated\ IUs = \frac{6}{8} * 3.0 = 2.25$

2. A Lecture Lab class with a cap of 7, 4 students enrolled, and that meets for 2 hours lecture and 2 hour Lab hours a week during the semester; specifically 3(2,2,0,0)
 - a. Per 2005 policy: $Prorated\ IUs = 4 * 0.12 * 3\ Credits = 1.44\ IUs$
 - b. Per new policy: $Prorated\ IUs = 0.57 * 3.5\ IUs = 1.995\ IUs\ Rouded\ off\ to\ 2.0\ IUs$
OR in Basic form: $Prorated\ IUs = \frac{No.Students}{CAP} * Full\ Class\ IUs\ IUs = Prorated\ IUs = \frac{4}{7} * 3.5 = 1.995\ IUs\ Rouded\ off\ to\ 2.0\ IUs$

3. A Lecture Lab class with a cap of 5, 4 students enrolled, and that meets for 2 hours lecture and 2 hour Lab hours a week during the semester; specifically 3(2,2,0,0)
 - a. Per 2005 policy: $Prorated\ IUs = 4 * 0.12 * 3\ Credits = 1.44\ IUs$
 - b. Basic form: $Prorated\ IUs = \frac{No.Students}{CAP} * Full\ Class\ IUs\ IUs = Prorated\ IUs = \frac{4}{5} * 3.5 = 2.8\ IUs$

4. A Lecture Lab class with a cap of 7, 4 students enrolled, and that meets for 3 hours lecture and 3 hour Lab hours a week during the semester; specifically 4(3,3,0,0)
 - c. Per 2005 policy: $Prorated\ IUs = 4 * 0.12 * 4\ Credits = 1.92\ IUs$
 - d. Per new policy: $Prorated\ IUs = 0.57 * 5.25\ IUs = 2.993\ IUs\ Rouded\ off\ to\ 3.0\ IUs$
OR in Basic form: $Prorated\ IUs = \frac{No.Students}{CAP} * Full\ Class\ IUs\ IUs = Prorated\ IUs = \frac{4}{7} * 5.25 = 2.993\ IUs\ Rouded\ off\ to\ 3.0\ IUs$

Notes:

1. As for the Caps on the classes (see section III.2.b) they are set by the program and Department Chair only.
2. For less than full classes with a Cap less than 7 the calculate the **factor** using the formula below, then use it the same way as you use a **factor** from the table:

$$\text{Factor} = \frac{\text{No. Students}}{\text{CAP}}$$

3. A Lab contact hour hasn't always been equal to 0.75 IUs, before the 2005 Policy the factor was 0.67.