



Resolution on Faculty Workload: Policy and Procedures EP&R 76-36

Whereas, EP&R 76-36 Faculty Workload: Policy and Procedures was put into place in 1976 and, with the exception of an amendment on supervision courses that went into effect in 1992, has remained largely unchanged; and

Whereas, EP&R 76-36 defines the normal faculty workload as:

“A. 12 weighted teaching units (WTU) of direct instructional assignments, including classroom and laboratory instruction and instructional supervision (such as student thesis, project or intern supervision) equivalent to 36 hours per week, and

B. 3 WTU equivalences of indirect instructional activity such as student advisement, curriculum development and improvements, and committee assignments (4 to 9 hours per week).”
; and

Whereas, there is a large degree of variation across programs, departments, and colleges at CSUF with regard to how EP&R 76-36 has been implemented; and

Whereas, this variation creates inequities in faculty workloads that have been documented by the reports from the Internships and Service-Learning Committee in May 2019 and the Faculty Research Policy Committee in October of 2019; and

Whereas, these inequities impact faculty willingness to engage in research supervision courses, internship supervision, and service learning which are all high-impact practices; and

Whereas, EP&R 76-36 recognizes indirect instructional activity (see above) but this does not clearly delineate other types of service activities that are required for tenure and/or promotion and the vagueness in the definition of indirect instructional activity contributes to the variation in implementation; and

Whereas, EP&R 76-36 does not clearly recognize the workload associated with scholarly and creative activities which are required for tenure and/or promotion; and

Whereas, EP&R 76-36 treats the workload associated with large enrollment courses (>120 students) as the same even though there is a difference in workload between a course with an enrollment of 121 and one with an enrollment of 250; and

Whereas, EP&R 76-36 was written prior to the widespread use of online instruction; and

Whereas, workload policies and procedures are negotiated between CFA and the CSU; **therefore, be it**

Resolved that the CSUF Academic Senate request that the CFA and CSU review, revise, and modernize EP&R 76-36; and be it further

Resolved that the CSUF Academic Senate request that CFA and CSU review and revise practices associated with large enrollment courses to take into account variation in course enrollment, mode of delivery, and workload for faculty assigned to multiple large enrollment sections; and be it further

Resolved that the CSUF Academic Senate request that CSUF, CFA, and the CSU review practices associated with scholarly and creative activities; and be it further

Resolved that the CSUF Academic Senate request that the Provost form a task force to make recommendations for how CSUF can address some of these issues on our own campus; and be it further

Resolved that the CSUF Academic Senate request that CSUF, CFA, and the CSU review practices associated with supervision courses; and be it finally

Resolved that copies of this resolution be distributed to the CSU Chancellor, the Executive Vice Chancellor for Academic and Student Affairs, the CSUF Assistant Vice-President of Labor and Employee Relations, the CSUF Assistant Vice-President of Diversity Inclusion and Equity Programs, the CFA President, the CFA Board of Directors, the CFA Bargaining Team, the Chair of the ASCSU, all CSU Campus Academic Senate Chairs, the CSUF President, the CSUF Provost and Vice President for Academic Affairs, the CSUF Vice President for HRDI, the CSUF CFA Chapter President, the CSUF CFA Bargaining Team Member, and the CSUF Deans.

Source: Faculty Affairs Committee February 7, 2020

Enclosures:

[EPR 76-36 Faculty Workload: Policies and Procedures](#)

[Internships and Service Learning Committee Report on WTU](#)

[Faculty Research Policy Committee Variable Units Memo](#)