

Know Your Rights!

FTNTT Faculty Workload

According to the University Policy Regarding Teaching Load, the workload for full-time non-tenure track faculty is the equivalent of 30 credit hours of teaching per academic year. See the *FTNTT Collective Bargaining Agreement* ([CBA](#)), Article IX (p. 24).

Workload equivalencies specific and appropriate to FTNTT Faculty members for service and other assigned duties, if any, directly related to their assigned responsibilities “shall be developed by the faculty advisory committee of the academic unit or faculty council of a regional campus, subject to approval by the unit administrator, college dean and/or Provost, as appropriate, and set forth in each academic unit/campus Handbook” (FTNTT CBA, Article IX, Section 1.D. [p. 25]).

Workload Statements

- Each semester faculty receives a statement of the workload from their academic unit administrator or campus Dean. The statement includes credit/workload hours devoted to teaching assignments and other workload equivalencies for the following semester.
- The workload statement should be provided to the faculty member at least 30 days prior to the beginning of the semester.
- If you have questions about your workload or workload equivalence, first discuss the issue with your unit administrator.
- In case of dispute or request for special consideration, the faculty member may request a review by the academic unit FAC/CAC or Regional Campus FC which then makes a recommendation to the academic administrator or campus Dean. (FTNTT CBA, Article IX, Section 1.E.1, p. 26)

Overload Assignments

Overload assignments are **neither a right nor an obligation** of employment. Overload assignments only occur in the spring semester if that semester’s assignment would result in the faculty member exceeding 30 credit hours for that academic year.

Changes to Workload Statements

Workload statements can be revised. If any change is made to a faculty member’s assignment after the initial workload statement has been issued, the faculty member will receive an updated workload statement “as soon as possible and normally within ten (10) days” (FTNTT CBA, Article IX, Section 1.E.1, p. 26)

If you believe that there are issues with your workload statement or that workload equivalencies are being changed without the approval of your unit’s faculty, contact KSUFA at (330) 673-9118 or office@ksufa.org.