

Summary of the Significant Faculty Senate Changes to November 11, 2008 Draft of the Faculty Workload Policy that were NOT accepted or were modified in the Final Draft Approved by President Vailas on May 10, 2009

Page #	Faculty Senate Changes to Nov. 11, 2008 Draft that were NOT accepted in the final policy signed by President Vailas (new text is <u>underlined</u> ; deleted text in strikeout ; although not altered, some text in the draft policy was moved around in the final policy for clarity)	President's Approved Copy -
1	"This policy will be subject to periodic reconsideration and revision <u>at five year intervals or as deemed necessary by the ISU Faculty Senate and revision</u> by the ISU Faculty Senate and the University administration."	Change not accepted
1	The Faculty Workload Policy must be in compliance with State Board of Education policy, which requires that full-time academic faculty on 9-month contracts be assigned 15 workload equivalency units of effort each semester. Workload assignments for faculty on 10- to 12-month contracts and for part-time faculty should be proportional to those for full-time 9-month faculty (e.g., 12-month faculty are assigned 40 workload units per year).	Change not accepted [Note: Dr. Olson later agreed to remove from the sentence, only the phrase "must be in compliance with State Board of Education policy"]
1 (on page 2 in final policy)	"The expectation for tenured and tenure-track academic faculty at ISU is <u>no more than an average of</u> nine workload units of instruction, <u>at least four to five</u> workload units of research/scholarly/creative activity, and one to no more than two workload units of professional service.	Changes not accepted (important to keep in "an average of")
1 (on page 2 in final policy)	Tenured faculty who are not actively engaged in research/creative activity, or extensive university service, may be assigned <u>negotiate</u> the assignment of more than <u>nine</u> workload units of instruction. Tenured faculty with an unusually heavy service or scholarly load may be assigned <u>negotiate</u> less than nine workload units of instruction.	Changes not accepted (the Chair is responsible for assigning workload, this doesn't preclude some negotiation, however.)
2	". . . and lecturers and professional-technical faculty will have up to 15 <u>may have 12</u> workload units assigned to instruction each semester <u>with the remaining 3</u> workload units in service.	New text in final policy: ". . . <u>may have up to 15 workload units assigned to instruction each semester with the remaining workload units in service.</u> "
2 (on page 1 in final policy)	"A university workload policy should be flexible and contain the important attributes of accountability to department chairs, college deans, upper administration and the State Board of Education <u>by faculty members and administrators</u> to colleagues, students, the profession at large, and Idaho's <u>citizens.</u> "	New text in final policy: " <u>A university workload policy should be flexible and contain the important attributes of accountability.</u> " (rest of sentence was deleted)
3 (p. 2 in final draft)	". . . (3) the context and normal operations of the college, department or academic unit to of <u>of which that faculty member is assigned a part.</u> "	Change not accepted.
3	"More specific criteria may be established for any of these general classes of workload activities by each college or department/academic unit, with majority approval of the full-time continuing faculty of that unit and the dean of the college.	Change not accepted.
3	" <u>When this occurs, new workload assignments should be reached by mutual agreement of the affected faculty members and their respective department chairperson or academic unit head, with the approval of the dean.</u> "	Change as proposed not accepted, in its place the following text was added: " <u>Workload assignments are determined by the department chair or academic unit head after considering input from the faculty member, and the college dean is responsible for oversight of the departmental allocation of workload equivalency units within the college.</u> "
4	1. Instruction . . . ". . . expectation for lecturers and professional-technical education faculty as determined by their academic unit normally is 15 <u>12</u> equivalency units of instruction each semester <u>with a this may be reduced somewhat if there is a clear</u> requirement for significant service to the department/academic unit or college.	Changes not accepted
4	2. Professional Service . . . ". . . additional professional service equivalency units may be approved by <u>negotiated with</u> the department chair and college dean."	Change not accepted
7	14. New Faculty members: . . . " <u>New tenure track faculty should not be assigned professional service duties in the first year.</u> "	Change not accepted
8 (p. 7 in new policy)	Faculty workload assignment . . . annual plan <u>agreed upon by the faculty member and his or her unit head</u> before the start of the contract year.	Text modified to read: . . . annual plan, <u>which is established by the faculty member's unit head (with input from the faculty member)</u> before the start of the contract year.