

Workload Mitigation Program

There are four components to the Workload Mitigation Program: Post-Tenure/CCE Reassigned Time Accrual, Teaching Enhancement and Professional Development Fund, Senior Scholar Release, and Mid-Career Support. Any course release gained through the workload mitigation programs described below is subject to the three-year rule in accordance with the Collective Bargaining Agreement, Appendix A.2.: “Calculated over the three-year period, the average annual undergraduate teaching contact hour workload of every faculty member shall equal the hours specified above” (21 hours for tenure track faculty; 27 hours for lecturers).

Post-tenure/CCE Reassigned Time Accrual

Tenured faculty and lecturers with CCE may accrue 1.5 credits of reassigned time per year (half of one course), provided they meet certain eligibility requirements. Faculty apply for this benefit annually through a simple application (below and available on the Provost’s home page) intended to determine their eligibility. Applications for the 2016 program will be due on March 22. Faculty who do not meet the eligibility requirements in a given year will be so informed. For those who are eligible and who receive the approval of their department chairperson and the Provost, the Provost’s Office will enter 1.5 hours in the workload reporting and tracking system. Accumulated reassigned time for relief from teaching should be used in consultation with the chair of the department and reported in the normal workload reporting process. All faculty with permanency (tenure and CCE) are eligible except for the following: 1) faculty serving as chairs of departments at the time of application; 2) Distinguished Professors; 3) faculty who have more than two courses of banked time; 4) faculty who owe the college more than two courses; 5) faculty on fellowship leave or leave for any purpose at the time of application; and, 6) for the first four years of the program (2014-2018), faculty who were tenured or received CCE in fall 2014 and received two courses of reassigned time credit at that time. For the purpose of determining eligibility in categories 3 & 4, workload balances and deficits are those at the end of the previous academic year. For example, for an application submitted on March 22, 2016, faculty should consult their workload report from Academic Year 2014-2015 to determine eligibility.