

# TAUP – Temple Collective Bargaining Agreement 2012 - 2014

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## ARTICLE 19 WORKLOAD

### A. Faculty

1. The assigned workload for full time faculty shall be reasonable and fair and shall usually consist of a combination of teaching, research and creative activities, and service to Temple University. The assigned workload of a faculty member engaged only in teaching and minimal service to Temple is 12 semester credit hours per semester.

2. The teaching workload shall be appropriately reduced by the Dean for the following efforts: active involvement in research and/or publication or equivalent creative activity; advising of graduate theses or dissertations and/or independent study; combinations of 4 and 3 credit-hour courses or unusual contact-credit hour burdens; service to Temple University; unusually demanding courses; and the performance of administrative duties.

3. Temple may substitute the teaching of non-credit courses or workshops and participation in externally funded Temple projects for an equivalent of credit courses taught by the faculty member.

4. Temple may give a full-time faculty member a temporary alternative assignment, i.e., a teaching assignment for other than his/her home department, or an administrative or advising assignment. A temporary alternative assignment shall not affect the faculty member's membership, seniority, and tenure in his/her home, merged, reorganized or successor department.

a. In making temporary alternative assignments, the following principles shall be applied:

i. The proposed assignment shall be discussed by the Dean with the faculty member a reasonable time in advance of beginning the assignment.

ii. Every effort shall be made to maintain some portion of a faculty member's total workload in his/her home department.

iii. Before new faculty are appointed in a department, faculty members of that department on temporary alternative assignment elsewhere shall first be offered the opportunity to reassume teaching assignments within the department.

iv. In cases of disputes over temporary alternative assignments, the final decision with a college or school shall be made by the Dean and for inter-college/school disputes, the final decision shall be made by the Provost or other designated University officer, subject in each case to the terms and conditions of this agreement.

5. If Temple wishes to require faculty in a department to accept any two (2) of three (3) semesters as the basic academic year, the Dean of the College or School may initiate such a plan in that Department provided that:

a. There is appropriate consultation between the Dean, the Department, and individual faculty members, and

b. Notice of semesters in a given year assigned to a given faculty member shall be given to the faculty member not later than the preceding May 15.

c. Insofar as some courses are taught for extra compensation, consideration shall be given to the equitable distribution of such teaching among the faculty members of the Department, and, where appropriate, within the college or school.

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d. A faculty member may not be required to teach, without additional compensation, over the fall, spring, and summer semesters except as in A.6 below.

6. With the approval of Temple, an individual faculty member may substitute the summer semester for either a fall semester or a spring semester. With the approval of Temple, an individual faculty member may deploy himself/herself across the three semesters in a manner accepted by him/her without additional compensation.

## 7. The University Calendar

a. A Year (September 1 - August 31) shall be divided into three (3) academic semesters:

Fall:	September 1 to December 31
Spring:	January 1 to May 31
Summer:	May 1 to August 31

b. The regular University year shall be nine (9) months in length, including the fall and spring semesters. The fall semester shall begin one (1) week before the beginning of classes for the fall semester, and faculty shall be expected to be available during that week for advising of students, departmental and other meetings and such other duties as may be appropriate to the academic program. Temple shall each year establish the starting date of the fall semester at least one (1) year in advance of that date.

c. Temple may, in its sole discretion, cancel classes at any of its campuses for reasons of weather or other natural or manmade emergency. Temple may, in its sole discretion, add one (1) day to the academic year for each such emergency day and reschedule classes or schedule make up classes to avoid loss of time or other academic activities.

## B. Librarians and Academic Professionals

1. The average workweek shall be 35 hours. The workload for librarians and academic professionals shall be fair, reasonable, and consistent with service and professional responsibilities to Temple.

Budget Unit Heads shall grant appropriate compensatory time off for hours scheduled and worked beyond the regular workweek. Scheduling of compensatory time off shall not be unreasonably denied.