

## **Faculty Senate Proposal FSP 2003-2004-14**

**I. Proposal Name:** Establish Alternative Faculty Compensation Policies for Un-compensated Faculty Over-loads.

**II. Stated Proposal:** UCO full-time faculty should be afforded the opportunity to accept over-load assignments and be equitably compensated with either increased salary or equivalent future teaching-load reduction(s). University and departmental policies should encourage faculty to use over-load payable time (Overtime) toward the accomplishment of a faculty member's Faculty Development Plan. Therefore, this proposal calls for UCO to establish Policies that clarify faculty opportunities and compensation rights for accepting over-load assignment(s) and aggregating Overtime.  
(i.e. Un-compensated over-loads, exceeding the defined annual College work-load standard(s), may be assigned and accepted for teaching, administrative, community service or professional /research activities and should become equivalent Overtime available for equivalent future work-load reduction(s).)

### **III. Justification:**

1. This Proposal offers constructive faculty alternatives in time-management opportunities for a campus culture in which smaller institutional proportions of State appropriations offer so little support for faculty development, research, and sabbatical resources. Therefore, both university and faculty needs can be better met by offering greater options and opportunities for faculty work-load assignment and distribution.
2. UCO's compensated and un-compensated over-load Policies and Procedures need to define compensation options appropriate to: (a) salary stipends, and (b) future work-load reductions.
3. Implementation of this Proposal is intended to encourage efficient faculty and departmental time-management procedures that better accomplish university and faculty development goals. Creation of appropriate Policies and Procedures should serve to develop greater dialogue between Department Chairs and faculty for the planning, scheduling, and distribution of course/teaching offerings, administrative duties, professional, and /or research and community services.
4. Implementation of this Proposal offers incentives for UCO faculty to become more cooperative and resourceful in working together to schedule innovative short-term and long-term teaching schedules that offer greater benefits and development opportunities (Overtime) for faculty.

## **Implementation:**

**(The Faculty over-load scheduling options listed below must be accomplished in coordination with Departmental scheduling needs and be consistent with Departmental faculty-load resources and allocations).**

1. Provide faculty the opportunity to request and/or accept teaching/service over-loads in the fall and/or spring semester of their choice and receive an equivalent work-load reduction OTime credit, for use in a future fall, spring, or summer semester.
2. Provide faculty members the opportunity to accumulate OTime and use it with other allocated research and sabbatical opportunities (within five-year periods). The resulting work-load reductions may be equivalent to a full-semester or one-year release-time period, during which time the faculty member should pursue the approved goals stated in their Faculty Development Plans.
3. Upon completion of the semester/year release-time period, each faculty member should be responsible for providing a summary report and a log documenting their activities. This material may become part of their future Promotion and Tri-annual reviews.

## **IV. BUDGET IMPLICATION: (Requires no new or future cost to the University)**

The proposed accruable over-load time is compatible with UCO's existing teaching, administrative, and research release-time policies and precedents. Annual budgetary carry-over of over-load payable time (OTime) is consistent with university practices. OTime, coordinated with departmental scheduling needs, should not require new or future additional costs to UCO. Once the Proposal is implemented, the university can allocate and retain funds that guarantee that faculty who perform authorized un-compensated over-load services will accumulate OTime and receive an equivalent work-load reduction.

While it would generally be in a faculty member's greater interest to exchange OTime for future work-load reductions, requests for reimbursement will be granted only when faculty decide to retire or leave the University. OTime cannot be used to extend an employee's years of service. Also, it would be the prerogative of the Vice President of Academic Affairs because of unacceptable scheduling opportunities to provide financial compensation in lieu of work-load reduction.

Therefore, procedures should be established that assure such a plan.

## **Submitted by:**

William Wallo, Faculty Senator, Primary Author

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Assigned: Faculty Welfare