



Office of the Provost

**Contract Implementation Committee (CIC)**

**Memorandum of Understanding on Workload for Clinical Faculty**

The purpose of this document is to correct the workload of Clinical Faculty. Due to the arbitrator's (fact finder's) interpretation during negotiations leading to the current contract, a 32-to-30 credit-hour reduction in workload for Lecturer's and Professors of Practice was not extended to Clinical Faculty. That may have resulted from an oversight or may have resulted from the way the article on Clinical Faculty workload was written: That article specified a maximum of 16 credits per term (semester) instead of a maximum number of credits per academic year. For Clinical Faculty, we believe that the maximum workload per academic year should be 30 credits.

CSU-AAUP Article 12.5.B(1) of the collective bargaining agreement states:

*Clinical Faculty shall be assigned up to 16 credit hours per term of introductory/clinical instruction, or practical supervision of students, or a combination of these functions. The Dean has sole discretion to reduce the instructional workload of Clinical faculty in light of a Clinical faculty member's non-classroom contributions such as program coordination, amount of Clinical supervision, time spent in Clinical supervision, committee work, and professional service.*

This agreement recognizes that Clinical Faculty should have a maximum annual workload of 30 credits and recognizes that this cannot be achieved retroactively. Therefore, starting with academic year 2024-2025, the maximum workload credit for Clinical Faculty shall be 30 hours.

Article 12.5B(1) would now read:

*As of the 2024-2025 academic year, the maximum workload for Clinical Faculty is not to exceed 30 credits per academic year. Clinical Faculty shall be assigned up to ~~16~~ 15 credit hours per term of introductory/clinical instruction, or practical supervision of students, or a combination of these functions. The Dean has sole discretion to reduce the instructional workload of Clinical faculty in light of a Clinical faculty member's non-classroom contributions such as program coordination, amount of Clinical supervision, time spent in Clinical supervision, committee work, and professional service.*

CSU-AAUP CIC Signature:

Administration CIC Signature:

Date: 12/1/2023