

UConn-AAUP Proposal

December 30, 2015

(NEW) Assignment of Professional Responsibilities/Workload

Workload allocation policies necessarily affect the working conditions of individual faculty members and are an acknowledged subject for collective bargaining. The balance between workload, institutional prerogatives, and individual faculty rights will be governed by the following requirements:

Any department or school workload document must be a.) Prospective, not retroactive; b.) Constructive, not punitive; c.) Specific about expectations for sufficient performance. Sufficient performance shall not be based upon some averaging or regression of faculty performance.

- 1) Nothing in this section shall supersede or over-write an individual faculty member's letter of appointment.
- 2) An individual faculty member's workload shall be assigned with the expectation that the faculty member will have the opportunity to meet the criteria for satisfactory peer review. The criteria should permit both individual faculty members and administrators to easily determine attainment.

Tentative Agreement

For UConn-AAUP

Date __/__/__

For UCONN Administration

Date __/__/__