



Faculty Workload Program (FWP) Academic Year 2023-24

CLASS Implementation of the Faculty Workload Program (FWP)

As outlined in the Provost's Memorandum of 2/28/2023, eligibility for the Workload Program is as follows:

1. The faculty member is a regular faculty member of the department within a college.
2. The faculty member is a probationary tenure-track employee in their 3rd to 6th year of hire (but not in their terminal year of employment).
3. The faculty member is not receiving a reduction in instructional assignment according to any provision in the CFA CBA, including (but not limited to) provision 20.36.
4. The faculty member is assigned a direct instructional load of 6 WTU minimum per term.
 - In addition to direct instructional assignments, the assigned time recorded using APDB assigned time codes 11, 15, 16, 17, and 18 will count towards the satisfaction of this criteria.
5. Over the academic year, the faculty member receives no greater than 6 WTU of release time from the college's workload reduction program.
6. The faculty member meets all additional eligibility requirements, if any, developed by the college.
 - All additional criteria must be uniform and published for public consumption.

Item #5 grants colleges the flexibility to implement their criteria based on the needs of the college.

CLASS Implementation Plan:

The college has modified Criteria 2 and 5 in the following way:

1. Eligible faculty in their **3rd and 4th** year (time toward tenure) may receive up to **6 WTUs** of reassigned time over the AY.
2. Eligible faculty in their **5th** year (time toward tenure) may receive up to **3 WTUs** of reassigned time over the AY.
3. Faculty in their **6th year are not eligible** to participate in the FWP program.

IMPORTANT NOTE: The College FWP criteria is based on time toward tenure, not time hired. For example, someone awarded 1 year of service credit will still receive 6 WTUs of CFA new faculty release in the 1st and 2nd year of hire (year starting at CSUEB). After faculty have expended the CFA new faculty release, they will then enter the FWP as a 4th-year, not a 3rd-year faculty. Similarly, someone awarded 2 years of service credit will enter the FWP as a 5th-year faculty after their CFA release is expended.