

Alamo Colleges District Executive Faculty Council

Name of Issue Proposal	Faculty Lab Loading
Initiator	Super Senate
Contact	Cynthia Katz, Super Senate President, Senate President, St. Philip's College Phone: 210-486-2404 Email: ckatz@alamo.edu

BACKGROUND: On March 24, 2016, a memo was sent to Dr. Zaragoza and Dr. Fabianke from the St. Philip's College Faculty Senate regarding lab loading. Lectures are loaded such that for every three hours taught in a lecture credit is given for three workload units. However, labs are loaded such that for every three hours taught in a lab credit is given for two workload units. Procedure D.5.1.2 does not give adequate examples of what is happening with the workforce faculty. Many of the workforce faculty teach courses with labs, and it's not unusual to have a class that is 2 hours lecture/4 hours lab, or even 0 hour lecture/6 hours lab. Workforce faculty are putting in up to 21 clock hours per week in the classroom to make their full load, while those who teach classes without labs put in 15 clock hours per week for their full load. This makes it difficult for workforce faculty to be able to participate in the life of the college. It is also difficult to attract faculty to some of the departments as the starting pay in industry for a graduate of the program is higher than that of a faculty member.

1. Charge and Work Products:

Conduct a review and report on the following:

- The history of lab loading
- The impact this matter has on student instruction
- The impact this matter has on student success
- Other college or university models for lab loading

Make a recommendation on the following:

- The appropriate ratio of converting lab hours to workload units
- Which faculty would be impacted by a lab loading change (workforce, arts and sciences, health sciences)
- Funding options to accommodate a change in lab loading

- The budget and staffing impact for each of the five colleges to accommodate a change in lab loading

2. Known Constraints, Criteria, or Design Principles

Budget. It will cost the district \$6.7M to pay labs for all faculty at 1:1 (this cost was calculated using all workforce, arts and sciences, and health sciences labs from the 2016 – 2017 Academic Year)

This proposal is not including clinicals, practicums or anything other than labs

3. Relevant Strategic Objectives

Performance Excellence

Student Success

4. Co-Sponsors of the Work

Dr. Mike Flores, President, Palo Alto College

Dr. Veronica Garcia, President, Northeast Lakeview College

5. Internal Stakeholders or Constituents Impacted

Faculty at each college

President at each college

Vice President of Academic Success at each college

Deans at each college

Chairs at each college

Employer Partners

Budget Officers

6. Preliminary List of Team Members

Faculty representation from each college, to include at least two workforce faculty, a Super Senate representative, and a Compensation Committee representative

A workforce dean

An arts and sciences dean

The Vice President of Southwest Campus

A chair of a workforce department

A chair of a non-workforce department that offers courses with labs (Science/Developmental Ed)

A chair of a non-workforce department that offers courses with labs (Allied Health)

A Human Resources representative

7. Deadline for Work Product

The recommendations should be presented by the end of Fall 2017

8. Initiator of this Issue Proposal and Contact information

Cynthia Katz

ckatz@alamo.edu

210-486-2404