

D.5.1.2 (Procedure) Faculty Teaching Loads

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: D.5.1 Employee Compensation and Exempt/Non-Exempt Status

Board Adoption: 1-24-12

Amended 12-15-16, 5-29-17, 6-28-18, 6-24-21, 11-19-21, 12-16-24, 12-16-25

General

Most full-time faculty are hired for nine-month assignments. Faculty have the opportunity to accept summer assignments based on the summer schedule requirements. Adjunct faculty are hired on a per course basis.

Colleges will endeavor to staff 55% of course sections with regular full-time faculty or visiting lecturer/temporary full-time faculty. The balance of sections offered (45%+/-) will be staffed by adjunct faculty.

Loading for courses will be the same for all parts of term during fall, spring, and summer terms.

High-Wage High-Demand programs will provide stipends for regular full-time faculty, visiting lecturer/temporary full-time faculty and adjunct faculty.

Full-time faculty and adjuncts who attain their Quality Matters APPQMR Certification, will also be eligible for stipends for instructional workload.

The guidelines which follow will be used in assigning teaching loads. All faculty assignments will be loaded in FLAC, the Banner Faculty Load and Compensation System, for payment. Due to the uniqueness of the various programs, a faculty member's workload may consist of one or various combinations of courses, laboratories, and compensation for non-instructional work assignments above and beyond normal faculty service to the department, college or college district. As part of the continuing review and update of the faculty teaching loads, the Alamo Colleges District will review the faculty loading practices of its peers once every five years.

Compliance with accrediting agency guidelines or cooperative agency agreements may require variation from these guidelines. Such variations must be approved by the college Vice President, President, and Chancellor.

Guidelines for Full-Time Faculty Loading

Standard Full-Time Faculty Loads

1. Full-time faculty includes all faculty teaching 12 or more workload units.
2. Faculty loads are determined by workload units. Workload units for different types of courses are defined below.
3. The standard work week for full-time faculty is 40 hours.
4. A standard teaching load for a full-time faculty member during the nine-month contract year is thirty workload units, fifteen units per semester. The faculty contract is for the two long terms starting the week before each fall and spring term

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through the final class day of the fall and spring term. In addition, each faculty member will work two additional days to be identified by the College President.

5. Teaching loads of less than fifteen workload units per semester must be approved by the Dean/Vice President based upon recommendation by the Department Chairperson/appropriate supervisor. Any reduction during semester will be made up in the following semester to maintain the nine-month standard workload of thirty workload units.
6. Faculty member with an anticipated load of less than thirty (30) workload units will be assigned additional duties. These assignments will be determined by the Department Chair or appropriate supervisor in consultation with and as approved by the Dean/Vice President. Additional duties will only be assigned if it is determined no adjunct and/or overload assignments planned for other faculty can be reassigned to create a full load for the faculty member. Under some circumstances those duties may be assigned in the summer if such an assignment is necessary or timely to the needs of the college.
7. Loads for visiting lecturer/full-time temporary faculty will follow the same guidelines as all full-time faculty.
8. Full-time faculty in designated high-wage high-demand programs will receive an annual stipend, paid over the entire academic year.
9. Full-time faculty who attain their Quality Matters APPQMR Certification will receive a stipend paid over the entire academic year and may recertify each year thereafter to continue the stipend.

Overload Assignments for Full-Time Faculty

Workload units above the standard 15 per fall and spring semester will be paid as overload (equivalent to adjunct pay). Full-time faculty are limited to two courses, not to exceed 9 workload units of overload during each long semester plus two workload units beyond two overload courses if needed to perform non-instructional duties on release time. Overload work will be performed outside the 40-hour standard work week. Any exception to the maximum for extenuating circumstances must be approved by the Dean/Vice President and President. There is no entitlement to overloads. Overloads are assigned per semester and are not guaranteed even if overloads have been assigned previously.

Non-Instructional Workload Release Time Assignments for Full-Time Faculty

Release time assignments shall be approved by the college Vice President and President. Release time will be part of the standard workload units and will be loaded into FLAC as non-instructional workload with classification in FLAC of the type of work to be performed.

Summer Assignments for Full-Time Faculty

Seventeen workload units are the maximum allowed for full-time faculty during the summer

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term. Effective Summer 2026, full-time faculty may teach up to 15 instructional workload units at the adjunct pay rate, or the adjunct high-wage high-demand and/or APPQMR pay rates if applicable, plus up to an additional 4 workload units for non-instructional workload.

Full-time faculty teaching in the summer will not be required to serve additional hours beyond the instructional time.

Full-time faculty wishing to teach in summer must teach at the applicable adjunct or high wage/high demand and/or APPQMR rate for all workload units scheduled. Non-teaching workload units may be assigned for non-instructional work during the summer at the applicable adjunct rate. Visiting Lecturers will be compensated at the adjunct rate, or at the adjunct high-wage high-demand and/or APPQMR pay rates if applicable, and adjunct workload guidelines will be followed for summer assignments.

Non-instructional summer workload will be compensated at the applicable adjunct rate.

Summer work by 12-month full-time faculty teaching in a 12-month program is paid at the 12-month contract rate.

Non-Instructional Workload/Assignments

Non-instructional workload is assigned as release time calculated at the rate of 42.67 work hours per workload unit for all terms and semesters, flex 1 and II, Maymester and Wintermester.

Guidelines for Adjunct Faculty Loading

Adjunct faculty will be assigned fewer than 12 workload units (instructional and non-instructional) during the long terms (Fall including any Wintermester and Spring) and no more than a total of nine units in the summer term (to include all parts of term in the summer such as but not limited to Maymester, Summer I and Summer II). Adjunct faculty are hired on a per-semester basis and there is no entitlement to renewal of a contract. Non-instructional workload for adjunct faculty is calculated at the rate of 42.67 work hours per workload unit during the long terms and for the summer.

Workload Unit Definitions

1. A workload unit is defined as one faculty lecture hour. One faculty lecture hour is 16 instructional contact hours. One instructional contact hour is equal to 50 minutes.
2. Classes have defined semester credit hours, lecture hours, and lab units as applicable which are identified in the eCatalog. Many are 3-3-0 (3 semester credit hours—3 lecture—0 lab). Some have combinations of lecture and lab hours (e.g., 3-3-1).
3. Decimals are used to define a portion of a workload unit, not a fraction.

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4. Private music classes will be limited to music majors.

Teaching loads are determined as follows:

Class Assignment Definitions	Workload Units
Lecture	1 workload unit per lecture hour
Laboratory Faculty member provides supervision; introduces information; schedules the lab work; provides individual skills instruction	0.80* workload unit per faculty class contact hour per week Example: 2 laboratory hours in course of 3-3-2 2 lab hours x 0.80* = 1.60 *Effective, January 1, 2026, the lab loading will be 0.90 workload units per faculty class contact hour per week.
RN and LVN Nursing Clinicals As identified by the College and approved by Vice Presidents	1 workload unit per laboratory hour
Practicums, Internships, Cooperatives	0.125 workload unit for each student per credit hour of course Example: 5 students enrolled at census in a: 1 credit hr. class = $0.125 \times 5 \times 1 = 0.625$ 2 credit hr. class = $0.125 \times 5 \times 2 = 1.25$
Private Music Lessons	0.375 workload unit for each student per credit hour of course Example: 3 students enrolled at census: 1 credit hr. class (30-minute lesson) = 0.375×3 2 credit hr. class (1 hr. lesson) = $0.375 \times 3 \times 2$

*** Effective, January 1, 2026 , the lab loading will be 0.90* workload units per faculty class contact hour per week.**

Workload Examples

When determining faculty loads (full time, overload, and adjunct)

Each lecture hour = 1 workload unit. Each lab hour = 0.80* workload unit

Example, a 3-3-2 course (3 semester credit hours—3 lecture hours—2 lab hours). The class meets 5 hours a week and the student will earn 3 credit hours.

Loading units for the 3-3-2:

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3 lecture hours = 3 workload units

2 lab hours x 0.80* = 1.60 workload units Total

workload units = 4.60 workload units

Full-time faculty member example Workload units

Class #1 is a 3-3-0 3 for lecture + 0 for lab = 3.0

Class #2 is a 3-3-1 3 for lecture + 0.80* for lab = 3.80

Class #3 is a 3-3-0 3 for lecture + 0 for lab = 3.0

Class #4 is a 4-3-3 3 for lecture + 2.40 for lab = 5.40

Workload = 15.20 (*15.0 regular WLU + 0.2 overload WLU*)

Class #5 is a 3-3-1 3 for lecture + 0.80* for lab = 3.80

Additional Overload = 3.80 workload units

Total Workload = 19.0 (*15.0 Regular WLU + 4.0 Overload WLU*)

Adjunct faculty member example Workload units

Class #1 is a 3-3-1 3 for lecture + 0.80* for lab = 3.80

Class #2 is a 3-3-0 3 for lecture + 0 for lab = 3.0

Total Adjunct Load 6.80 workload units

Release Time Factor for Non-Instructional Workload

Regular 16-week Semester: 42.67 Work Hours = 1 Work Load Unit

Summer I, II and Maymester: 42.67 Work Hours = 1 Work Load Unit