

Changes to Article 20

Provide for compensation for “temporary” faculty performing institutional service

20.X Fund and grant a minimum of 500 Weighted Teaching Units (WTUs) or equivalent hours of release time for “temporary faculty” to perform institutional service. The funding shall be distributed among the 23 CSU campuses based on each campus’s percentage share of the systemwide CSU full-time equivalent students (FTES). Department chairs may use the funding to assign work to non-tenure line faculty who are active in their departments in developing curriculum and serving students. In the distribution of WTUs, the CSU shall ensure that no campus receives less than 3 WTUs.

Stop Course Cap Creep

Add 20.3 d.

The parties agree to use EP & R 76-36 [*] to set course caps when a campus’s academic senate has not standardized course caps. These caps may only be waived on a case-by-case basis, and only when agreed to by the faculty member assigned a particular course.

*https://www.calfac.org/wp-content/uploads/2021/07/epr_76-36.pdf *

Set Reasonable Workload Standards for Counselor Faculty

Add to current provision 20.11

20.11 The assignments and responsibilities of a counselor faculty unit employee may include [...]

- a. **Counselors may be assigned direct services as part of their workload not to exceed 65% of their time. Such direct service shall include, but not be limited to individual, couples, family, and group therapy; intern training and supervision; referral and follow-up; triage and assessment; crisis intervention; and outreach and prevention activities.**
- b. **Adequate time should be allocated for non-direct service activities.**
- c. **Every effort should be made to maintain minimum staffing ratios in the range of one FTE [faculty] member (excluding trainees) for every 1,000-1500 students.**

Change Article 20.16 to include counselor faculty

20.16 A librarian faculty unit employee **or counselor faculty unit employee** employed on a twelve (12) month basis in a fiscal year may elect to be employed for one (1) or more fiscal years on a ten (10) month basis. A librarian faculty unit employee **or counselor faculty unit employee** shall provide written notice to the appropriate administrator at least six (6) months prior to the proposed effective date of the 10/12 work plan.

Correct Uneven Distribution of Exceptional Service Awards

Amend 20.37 to provide that allocation of awards shall not result in less than 3 WTUs for any campus.