



Faculty Workload and Student Success Program for Large Classes

The purpose of the program outlined below is to address faculty workload implications related to teaching large classes. The program is also designed to allow faculty flexibility in choosing appropriate pedagogical approaches for large classes. Based on the enrollment levels noted below, faculty will receive additional weighted teaching units (WTU) as well as support for graders, peer-mentors, and/or supplemental instruction. Therefore, this program is intended to advance both our student success as well as faculty success goals.

Section Enrollment (Last Day to Add)	Grader, Peer Mentor, or Supplemental Instruction (Hours per Week)	Additional WTUs
71 – 80	3	1
81 – 100	3	2
101 – 120	4	3
121 – 150	6	3
≥ 151	8	3

Program Benefits

- Meet student demand for bottleneck courses.
- Recognize workload implications for faculty who teach large sections by providing additional WTUs.
- Maintain quality of education delivered in large sections by providing graders, peer mentors, and/or supplemental instruction.
- Optimize the use of instructional spaces and especially the large classrooms.
- Mitigate the need to renovate and/or construct new instructional facilities.

Principles

- “Large class” is defined as a class section with equal to or greater than 71 enrolled students on census date.
- Department chair and faculty, in consultation with the college dean, determine the suitability of a course to be taught as a large class.
- Departments are expected to ensure high quality of instruction for large classes. Departments are expected to perform ongoing assessment to ensure that the desired student learning outcomes are met in large classes.

- No instructor will be required to teach large classes.
- The benefits of the program are available to all instructional faculty (tenure-track and temporary faculty).
- Additional WTUs refer to semester WTUs and will be offered based on the enrollment levels noted above. The additional WTUs noted do not depend on the class component or mode of instruction.
- The maximum additional WTU for a class is limited to the original WTU for that class; e.g. a 1 WTU lecture with 151 students would receive 1 additional WTU for a total of 2 WTU, along with 8 hours per week of grader assistance.
- An instructor teaching one or more large sections will only be granted a maximum of 3 WTUs per semester.

Implementation

- Colleges and departments are responsible for recognizing additional WTU earned through this program with assigned time or with additional contract WTU. Overtime WTU are subject to all current additional employment requirements.
- Colleges will be funded for additional WTU for temporary faculty at the standard reimbursement rate in effect that year. Colleges will not be funded for additional WTU for any faculty member whose actual salary is already fully funded by the division, e.g. tenure-line faculty and full-time three-year-appointment temporary faculty.
- Grader hours, peer mentor hours, and/or supplemental instruction are offered throughout the semester (15 weeks). Therefore, the hours noted above per week should be multiplied by 15 to obtain the total number of hours available for this purpose.
- Grader hours will be funded at the minimum hourly rate for Instructional Student Assistants in effect that semester.
- Funds will be transferred to colleges soon after census date for a given semester.
- The above-mentioned guidelines set the baseline for the entire campus. However, colleges may add to the benefits detailed above based on student enrollment demand, resource availability, and college priorities.

Constraints

- For face-to-face classes, or other classes that require meeting in a classroom, the scheduled enrollment capacity or total section enrollment cannot exceed the room capacity.
- Courses must be certified as eligible for this program by department chair and college dean.
- The assignment of additional WTUs and graders is always contingent upon funding availability.