

**From:** Choo, Johanna  
**Sent:** Friday, October 2, 2020 3:26 PM  
**Subject:** Call for workload data from Faculty teaching Labs or Studios

Dear MSP Members,

The MSP Board has filed a grievance on behalf of all faculty members who teach lab or studios themselves (without TAs).

This grievance (see attached) was filed because certain colleges in UML have been assigning faculty teaching loads that exceed the contractual 9 contact hours maximum per week (contact hours = scheduled class time) without overload pay. This practice by certain colleges has resulted in affected faculty being assigned to teach labs/studios working more contact hours than faculty who only teach lectures or seminars.

If you are a faculty who personally teaches labs/studios without TA assistance, please read the attached grievance document for details.

Faculty members who find that this grievance applies to their past (going back 7 semesters), current (F20) or future workload (SP21) are strongly encouraged to contact the MSP with details of semesters that you are/were assigned to work more contact hours than you expected.

Please fill out your FULL WORKLOAD FOR EACH SEMESTER by filling out the table below. Please follow this format to allow easier for data compilation.

The table in the next page is filled out with an example of a hypothetical faculty for just one semester. (insert as many lines as you need)

MSP will present aggregate data to support this grievance when the MSP argues to redress this violation of our MSP Lowell contract.

Please send this data to our new part-time administrative assistant Yadis Lopez at [Yadis\\_Lopez@uml.edu](mailto:Yadis_Lopez@uml.edu) or if you prefer to email outside of the UML servers to [msplowellyadis@gmail.com](mailto:msplowellyadis@gmail.com).

You can direct specific questions regarding this grievance to [Johanna\\_choo@uml.edu](mailto:Johanna_choo@uml.edu) or [msplowell@gmail.com](mailto:msplowell@gmail.com)

Sincerely,  
Johanna Choo  
MSP Treasurer and NTT At Large Representative.  
On behalf of the MSP Board



## APPENDIX A-12

### GRIEVANCE FORM FOR USE WITH GRIEVANCES UNDER AGREEMENT BETWEEN BOARD OF REGENTS -- BOARD OF TRUSTEES, UNIVERSITY OF MASSACHUSETTS LOWELL & MSP/U-MASS LOWELL/MTA

#### I. STATEMENT OF HOW YOU ARE AGGRIEVED

Faculty from several colleges have expressed concerns that laboratory/studio courses have not been correctly or consistently counted with respect to workload. The Contract is quite clear on this matter. In Article XVI, part 1: Non-Tenure Track Faculty states: "The maximum teaching load for non-tenure track faculty is 18 credit hours or *equivalent contact hours* as defined by the college workload committee." Also, Article XVI, part 1, G.3. further states: "Maximum Teaching Load: Except as provided in part 1 of this Article an individual faculty member will not be required to teach more than (9) *contact hours* per semester unless the first (9) *contact hours* assigned to the faculty member generate less than the minimum required 200 student credit hours for the academic year.....". Unless otherwise noted in existing documents *credit* hours and *contact* hours are treated the same in determining workload for both tenure track and teaching faculty. The equivalency of *credit* hours and *contact* hours also applies to course reductions approved for faculty providing major service. Beginning with Spring semester 2021 all teaching loads for MSP members must conform to the contract as enunciated above and those who have taught overloads must be compensated.

This grievance is unanimously approved and supported by the Executive Board of the MSP at the meeting of 9/21/20.

#### II. CONTRACTUAL PROVISIONS YOU BELIEVE VIOLATED

Article XVI, part 1 Non-tenure Track Faculty & section G.3 (Maximum Teaching Load)

#### III. RELEVANT FACTS

There are faculty members in some colleges who have been and are currently (Fall 2020) assigned to teach courses that require them to meet in class with students for more than the maximum 9 or 6 contact hours per semester (for Teaching and research faculty respectively). This situation affects faculty teaching labs/studios because the course credit students gets for these courses are less than the number of contact hours in class. E.g. 1 credit lab/studio course that meets for 3h or 2 credit lab/studio course that meets for 4 – 6 hours.

Faculty teaching these courses are expected by their college Dean to teach well in excess of the maximum contact hours simply because students get a reduced course credit for the class. For example, a faculty can be assigned to teach one 3h lecture (3 credits) and four sections of a 3h lab (1 credit); this translates to 15 contact hours because administration under counts this faculty's lab credits as 1.5 credit. The Dean of that college justifies this teaching load by only counting the course credits they allocate to labs, i.e. 3 credit (lecture) + 1.5 credit (lab) + 1.5 credit (lab) + 1.5 credit (lab) + 1.5 credit (lab) = 9 credits. The Dean ignores the fact that this workload requires faculty to be in class for 15 hours per week which is well in excess of the 9 contact hours maximum limit stipulated in the contract.

#### IV. EXPLANATION OF HOW YOU BELIEVE COMPLAINED OF ACTIONS VIOLATE CONTRACT

The Contract has not been followed or has been applied unevenly.

V. REMEDY SOUGHT

Workloads must be properly applied, according to Contract, to all MSP members beginning next semester (Spring 2021) of the 2020-21 academic year. MSP members who have previously carried overloads as judged by the standards of the contract, are entitled to compensation for accrued overload credits, going back a total of 7 semesters, in the form of monetary overload compensation or “banking” overload course credits that can be claimed in a future “reduced load” semester.

Date September 22, 2020

Signature of Grievant

Arnold O'Brien, for the MSP