

## **Contract Ratio Language**

### Article VIII

#### O. Full-Time/Part-Time Ratio

For the term of this agreement the full-time/part-time ratio shall be calculated in the following manner:

##### 1. Required Number of Full-Time Faculty

(a) In each Fall and Spring semester there shall be a required number of full-time faculty equal to sixty-four percent of the mean total student credit hours taught in the Fall and Spring Semesters of the two prior academic years, divided by twelve.

(b) Crosslisted Course Reference Numbers (CRNs) are counted once toward student credit hours taught.

(c) However, for the Fall 2007 semester, the required number of full-time Faculty shall be based upon the mean total student credit hours taught in the Fall and Spring Semesters of the two academic years prior to the Fall 2007 semester, plus the number of sections still in deficit after Spring 2007 under the previous ratio calculation multiplied by 3.13 and divided by 12. The required number of full-time faculty for Spring 2008 shall be based upon the mean total student credit hours taught in the Fall and Spring Semesters of the three academic years prior to the Fall 2007 semester. In all subsequent semesters (after Spring 2008) the required number of full-time faculty shall be determined as in Article VIII O.1.(a).

## 2. Calculation Parameters

(a) For the purpose of this Article VIII O., full-time faculty shall include Ranks V-VIII faculty, Department Heads and Visiting Lecturers in instructional departments, and in the Library and Learning Lab. Specifically excluded are faculty in Counseling and Academic Computing. Also excluded are the individuals who serve as the Director of Developmental Education, and the Director of Curriculum Facilitation while they are fully released from teaching.

(i) Inclusion of the Learning Lab faculty is in no way intended by the Federation or the College as an opening to count credit-free sections in the ratio.

(b) Faculty with a full load (or a full load and an overload) will be credited with 12 student credit hours in a semester toward the computed count of full-time faculty.

(c) Faculty on half-time workload will be credited with 6 student credit hours taught in a semester toward the computed count of full-time faculty.

(d) Faculty on sabbatical, short-term disability or long-term disability will not be counted for ratio purposes. For 12-month faculty on a 6-month sabbatical, the semester of the sabbatical will be the semester in which most of the sabbatical days fall.

(e) A pro-rated adjustment to the student credit hours that are credited toward the computed count of full-time faculty as determined in Section 2(b), (c), and (d) will be made for faculty on released time. For example, 25% released time shall reduce a faculty member's credited student credit hours by 3 student credit hours and 50%

released time shall reduce a faculty member's credited student credit hours by 6 student credit hours.

(f) The count of full-time faculty in a semester shall include all full-time faculty as of the first day of the semester and any Visiting Lecturer positions created after the first day of the semester provided that the Visiting Lecturer is not replacing a previously counted full time faculty member.

(g) For the purpose of this section (Article VIII O.), all calculations of full-time faculty, including the required number, the computed count in a semester, the surplus and the deficit shall be made to the nearest tenth.

(h) The computed count of full-time faculty for ratio purposes in a semester will be calculated as follows: the total student credit hours as credited in sections 2 (b) through 2(f) divided by 12. This computed count of full time faculty for ratio purposes will be compared to the required number of full-time faculty as determined in section 1 (a).

### 3. Surplus and Deficit

(a) The College may bank an accumulated surplus in the computed count of full-time faculty compared to the required number of full-time faculty of up to 4 full-time faculty (48 student credit hours) to be used against a future deficit.

(b) Any deficit in the computed count of full-time faculty compared to the required number of full-time faculty must be made up the following semester and/or be offset against any accumulated surplus. Any deficit, or fraction thereof, that is not made up in the following semester shall be multiplied by 1.33 for each subsequent semester for which it is not made up.

4. Ratio Report

(a) The College will submit a semester report to the Federation on the Ratio not more than 60 days after the end of each Fall and Spring semester.

(b) The Ratio Report shall include: 1) the total number of student credit hours taught College-wide in each department; 2) a list of faculty counted toward meeting the required number of full-time faculty with full load or half load indicated for each faculty member; 3) a list of faculty with released time indicating the number of credit hours of released time for each faculty member; 4) a list of faculty on short-term disability; 5) a list of faculty on sabbatical; 6) the deficit or surplus for that semester; and 7) the current number of banked full-time faculty as specified in section 3(a).

5. Other Provisions

(a) As has heretofore been the practice, credit free sections shall not be included in the computation of the full-time/part-time ratio,.

(b) Academic advising compensated work shall no longer be included in the computation of the full-time/part-time ratio.

(c) In the event there is a significant decrease in enrollment or a decline in funding, the parties will meet to resolve the need to hire full-time Employees required by the Ratio.