



TO: Alyssa Provencio, Faculty Senate President

DATE: May 13, 2022

RE: FSP 2021/2022-007

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I have received your proposal FSP 2021/2022-007 on the matter of Overloads: Policies, Support, and Pay for all Full-Time Faculty Across Colleges. I have consulted with Provost Simmons on behalf of Academic Affairs on this matter. I do not accept this proposal and offer the following response for your understanding.

As per Appendix M of the same document, suggested edits to the UCO Faculty Handbook are to be directed to the Faculty Handbook Editorial Board for consideration. Changes recommended by the Faculty Handbook Editorial Board, the Faculty Senate, and other official UCO bodies and approved by the Provost and Vice President for Academic Affairs are integrated annually into the Handbook.

The Office of Academic Affairs, with unanimous support of the Deans' Council, would like to clarify that there are no known Academic Affairs policies or practices that require a faculty member to teach an overload. On the contrary, many faculty members routinely request to be assigned an overload to augment their salaries with additional compensation. Secondly, while there are differences in calculation of credit hour load across the colleges (e.g., associated with laboratories, studio practices, etc.), in all cases the assigned annual faculty load is in accordance with RUSO policy and the UCO Faculty Handbook. Moreover, the Deans' Council has unanimously affirmed that faculty either receive overload compensation for teaching credit hours in excess of 12 in a given semester or have their load balanced in a subsequent semester (i.e., 13 teaching hours in the fall and 11 in the spring semester). Finally, Academic Affairs does not believe that it is beneficial to grant a faculty member reassigned time and an overload in the same semester except when warranted in extenuating or unique circumstances.

Sincerely,

Patti Neuhold-Ravikumar  
President

Charlotte Simmons, Provost and  
Vice President for Academic Affairs