

**AFT Counter-Proposal  
6/18/19**

**Workload**

Full-time faculty members shall participate in a range of professional responsibilities. These professional responsibilities are in addition to classroom time, preparation and grading time, and office hours. Participation, to be determined by the faculty member, may include but is not limited to the committees and activities listed in the table below.

The faculty member will create a professional responsibilities plan by selecting items from the table below that they will perform over the academic year. The professional responsibilities are divided into four (4) tiers, the activities under each tier will be given different numbers of points. The professional responsibilities plan will need to include a mix of activities with a combined 4 or 5 points of value each academic year. The faculty and unit administrator may jointly include items that are not on this list and add them to one of the tiers.

<b>.5 point</b>	<b>1 point</b>	<b>2 points</b>	<b>3 points</b>
Update/revise course outlines	Evaluate adjunct faculty	Serve on scholarship committee	Develop and assess plans for state-mandated initiatives (including changes to placement)-- e.g. AB705
Monitor and train supplemental instruction leaders or embedded tutors who work in our classes	Evaluate tenured faculty	Serve on tenure review committee	Serve as department lead
Write resource request	Serve on Division Evaluation Committee	Serve on College Academic Senate	Serve on Curriculum Committee/Committee on Instruction
Mentor new faculty (assigned by Division Dean)	Write proposals for department projects/grants	Provide program support (meeting with staff, setting vision, advising, planning, annual event staffing)	Off-campus program promotion, transportation to student competitions, outreach to high schools

Assess or request reassigned time	Write new course outline/develop new course	Write program review	Coordinate program
Participate in preparing accreditation report (committee member)	Advise student club and/or activity	Degree/certificate creation and submission	Accreditation Committee Chair
Liaise with the marketing department to keep program and department websites current	Serve on flex planning committee	Serve as AFT or Senate representative on college Evaluation Guidance Committee	
Serve on Accreditation oversight committee	Serve on Professional Development Committee (AFT article 13 money)	Serve on FT faculty or administration hiring committee <50 applicants	Serve on FT faculty or administration hiring committee 50 – 100 applicants
Serve on advisory committee related to campus work	Serve as District Academic Senate representative	Serve on the AFT Executive Committee	
Attend Division meetings regularly	Serve on LSC3 (learning centers and labs leads group)		
Attend Department meetings regularly	Serve on District/Campus Participatory Governance Committee		
Assess course or program SLO's	Server on Institutional Effectiveness Committee		
	Work on BSI/Equity/SSSP/SEAP		
	Develop and/or lead 3 or more skills workshops led in Learning Center		

	Supervise Independent Study or Research for 1 student		<b>**Serving on FT faculty or administrative hiring committee &gt;100 applicants should be 4 points</b>
	Other district/campus standing committees		

Full-time faculty who exceeds 5 points will be compensated for the corresponding number of hours at the special rate of the Regular Faculty Overload Schedule or banked time.

Part-time faculty participating in these professional activities will be compensated for the corresponding number of hours at the special hourly rate of the Adjunct Faculty Schedule.