

The committee agreed that a two-pronged approach toward establishing a workload policy should be pursued.

1. on the program/school level
  2. through shared governance
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1. Members of the committee pointed out that programs had already implemented varying workloads, pertaining to class size, class period length, and annual course load. Business just implemented a 5-course load for junior faculty. It was agreed that UWT had the highest workload within the UW system and – as the fastest growing institution within it – should follow the example of UW Bothell, where individual programs changed to a 5-course load (IAS as the last, in 2007).
  2. The committee recommended urging the administration to establish fair labor practice that would cap enrollment and reduce the annual course load to five courses with the objective to provide better quality of education and faculty development (keep up with constantly evolving fields of study and teaching). This is to be accomplished through developing a request to the administration that should be approved by the faculty assembly. The committee decided upon developing such a document for faculty approval and vote. The committee agreed that such document should be submitted to the executive council of the faculty assembly as soon as possible.

The committee discussed the responsibilities of UWT faculty with regard to research, scholarship, and service in order to provide an optimal quality of education and academic reputation of the institution. The continuously expanding workload puts such quality and reputation at risk and runs counter to the mission and strive for excellence of the institution. Individual members of the committee conducted preliminary calculations that suggested that a 17% increase of students taught per annum by faculty would amount to a 5-course load.