CONTACT HOURS, February 23, 2018

The topic of contact hours for lab, studio and clinic time has two elements which need to be thoroughly analyzed before a decision is made on how to address it.

The first issue for analysis is what is the appropriate ratio to be used for determining compensation related to contact hours for labs and studio time. The same question exists for health science clinicals. Universities and colleges across the country address these differently and with varying ratios. In the CSN Workload Policy, it provides for a target goal of 1 contact hour = 1.00 IU, and states the current ratio will continue to be increased biennially as funding permits until this goal is reached (different ratios are cited for health science clinicals).

The second issue for analysis, and perhaps the more difficult of the two, is what can CSN afford? “Afford” means both cash outlay as well as, for example, the cost of having a lower ratio than nearby institutions so that instructors may seek employment elsewhere. Adjuncts and their pay are also impacted. Thus, the need for a comprehensive analysis.

Upon ratification of the CBA, the parties and the Faculty Senate, each providing two representatives, will undertake an analysis of contact hours for lab, studio and clinic time, focusing on the elements described above. The goal will be within six months to have a recommendation for implementation.