

workload in any given year in order to allow them to accommodate increased activity occasioned by such opportunities in any one area of their responsibilities.

Teaching load reductions shall be governed by the provisions outlined in Article 19 of the UWFA (Regular Academic Staff Unit) Collective Agreement.

4. Teaching-Intensive Workload

Tenured Faculty Members may request to change to a teaching-intensive workload to engage in a less active research program by notifying the Dean by November 1 of the Academic Year prior to the year in which the requested workload change would take effect. The Dean shall consult with the Chair/Director and the Faculty Member. Such requests shall not unreasonably be denied. A teaching-intensive workload would commence the following September 1.

Should a Faculty Member receive an evaluation of Does Not Meet Expectations in the area of research/scholarship, the Dean will meet with the Faculty Member in accordance with Clause 14.21 (Constructive Performance Assistance).

If after three (3) years, the Member's research is not being evaluated as Meeting Expectations, the Employer may impose a teaching-intensive workload. The Employer shall give reasonable notice of the increase.

The reasons for any increase in the normal teaching workload and the circumstances shall be communicated in writing to the Faculty Member, and a copy sent to the Association.

A Faculty Member with a teaching-intensive workload may, on application to the Dean, seek to return to a normal teaching load. The request shall be made by November 1 and include a research plan. The Dean will meet with the Chair/Director and the Faculty Member to review the research plan. The Dean's decision shall be made no later than December 1. A request to return to a normal workload shall not unreasonably be denied. The normal teaching load would take effect on September 1 of the next Academic Year.

A teaching-intensive workload shall normally be three (3) FCE (18 CH).