Appendix OO

CBA Article 3.10

3.9 PROGRAM GRANTS

Faculty who, with the written approval of the appropriate academic administrator and Chancellor, initiate, develop and/or design financial grant requests shall have priority to operate programs funded by such grants.

3.10 WORKLOAD

A. In those instances where the administration desires to assign a faculty member a teaching load in excess of twenty-seven (27) credit hours per academic year, such assignment will be made with the voluntary concurrence of the faculty member.

B. When the administration assigns a faculty member to teach more than twenty-four (24) credits per academic year, the faculty member shall receive $650.00 per credit hour for those hours taught over twenty-four (24).

C. No faculty member may teach more than thirty-two (32) credit hours per academic year.

D. Substitutes required under this section shall be recommended by the college affected, subject to the approval of the administration. External substitutes shall be paid at a rate established by the university.

E. If a member of the regular faculty serves as a substitute for more than four (4) consecutive, regularly scheduled class periods for another faculty member on sick leave, the faculty substitute shall be paid at a rate of $18.00 per contact hour for the hours substituted beyond the four (4) class hours already met.

F. After the completion of one (1) full year of full-time tenure track teaching at the university, no faculty member may be required to teach more than three (3) new courses in any academic year. A new course is defined as a catalog course not previously taught by that member.

G. No faculty member will be required to accept class assignments on any given day which exceed nine (9) hours from the beginning of the first class assignment until the ending of the last class assignment.

H. The duties and duration of release time granted shall be reported in writing to the faculty member and, upon request, to the federation. Release time for faculty shall be calculated in credits and recorded as faculty member teaching load.

3.11 OTHER EMPLOYMENT

Faculty may consult, operate or participate in private business or hold other employment which does not interfere with the proper discharge of their professional duties and would not result in any conflict of interest. Earnings derived from such consulting and outside employment are the property of the individual. If such consulting, outside employment, or other outside activity involves the use of institutional facilities, equipment, support resources, name stationary, personnel or will take place during normal business hours, the individual shall file a written descriptive statement with and obtain prior approval from the Provost. Reimbursement to the institution, at the same rate charged to outside groups or persons for similar uses, shall be required whenever an individual uses the institution's personnel, facilities, or equipment in the conduct of his or her consulting activities.

In all private consulting and employment, the client must be informed that the university is in no way a party to the contract or liable or responsible for the performance thereof.

3.12 CONFLICT OF INTEREST

Faculty shall not undertake any activity or take any action which violates the standards of conduct section of state law (Title 2, Chapter 2, MCA). No faculty may offer or provide services in competition with the university system or any units thereof, or if full time, teach courses offered by other institutions during the contract period without written notification to the Provost.

3.13 ACADEMIC CALENDAR

The administration shall have the right to determine the appropriate academic calendar. Prior to finalizing the academic calendar the Federation shall be provided an opportunity (five working days) to comment on the proposed calendar. Faculty have professional responsibility to the university and its students which runs throughout the contract period. Faculty shall be available to discharge their responsibilities during all times that