

Lab Loading Recommendations



ALAMO
COLLEGES
DISTRICT



Malcolm Baldrige
National Quality Award

2018 Award Recipient





LAB LOADING



EFC Original Charge

- Limit our consideration to laboratory hours as defined in Board Policy D.5.1.2 (Nursing labs were not considered for this recommendation because they are loaded as a full workload unit)
- Define Instructional Laboratory and Open Laboratory
- Draw comparisons with peer colleges
- Use instructional loads as loaded in Banner and listed in the course catalog for cost estimating
- Determine feasibility of any recommendation made



PVC Response to EFC

PVC asked the EFC to expand the existing Ad-Hoc committee to include more workforce faculty in order to find thoughtful, innovative solutions and strategies to lab loading





Recommendations

Recommendation 1	Recommendation 2	Recommendation 3
Increase lab loading to 1 to 1 ratio	Increase lab loading ratio to 0.85 ratio	Increase lab loading ratio to 0.75 ratio



Lab-Ratio –

- Identify the number of potential faculty that will need to be hired to backfill for labs by discipline.
- Complete a landscape analysis by discipline that may impact decisions on the lab load environment.
- Describe how peer institutions within the proposal handled their lab load transition and the funding sources necessary to achieve it





Additional Faculty to Hire

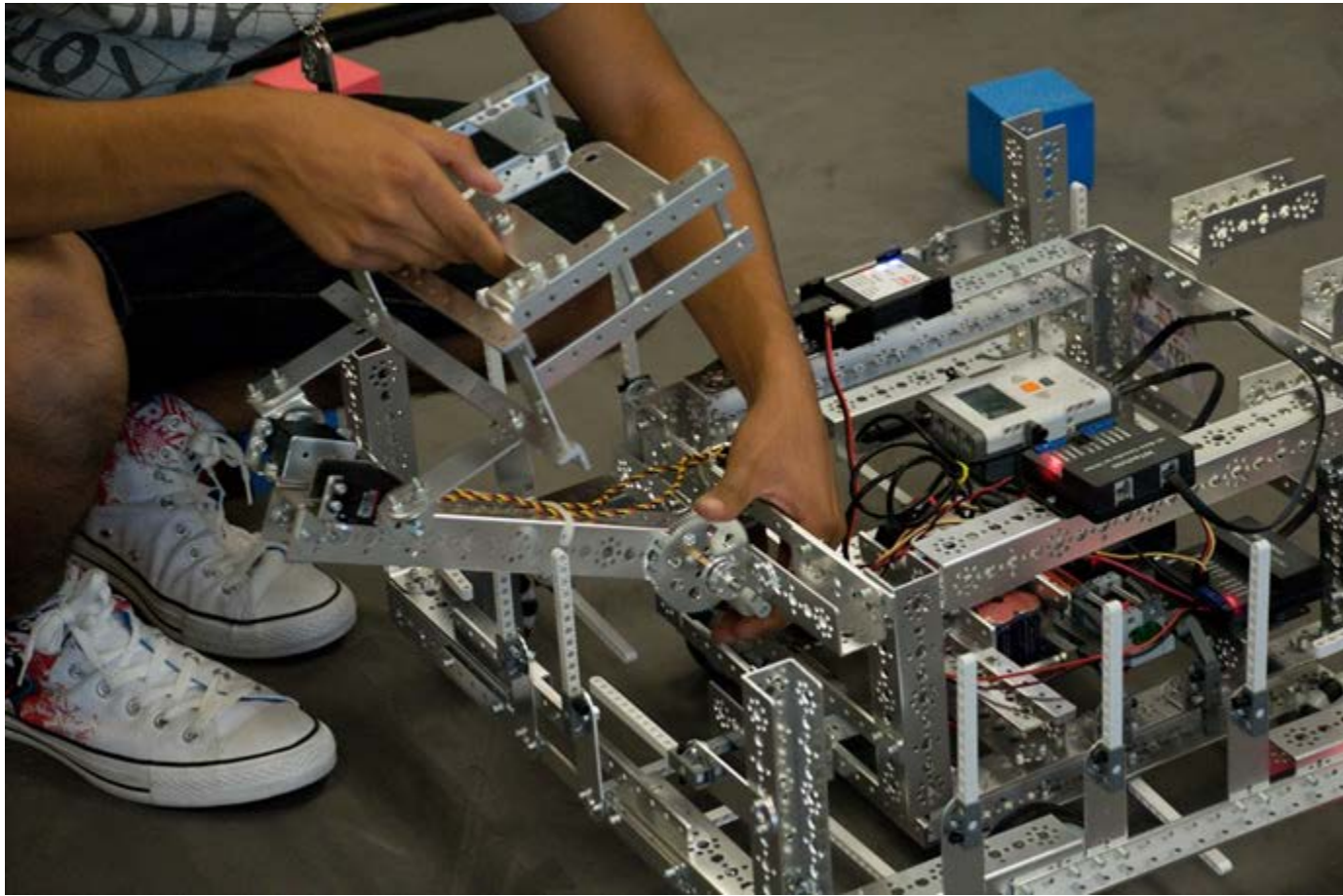
NLC 1	NLC 1	NLC 1
NVC 13	NVC 11	NVC 10
PAC 6	PAC 5	PAC 5
SAC 14	SAC 12	SAC 10
SPC 20	SPC 17	SPC 15
Based on 1.1 Lab Ratio	Based on .85 Lab Ratio	Based on .75 Lab Ratio
Total 54	Total 46	Total 41

Work Load Comparisons



- A biology Professor must teach 18 hours to equal the required 15 work load units
- A history Professor only has to teach 15 hours to equal the required 15 work load units





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Hands on Experience



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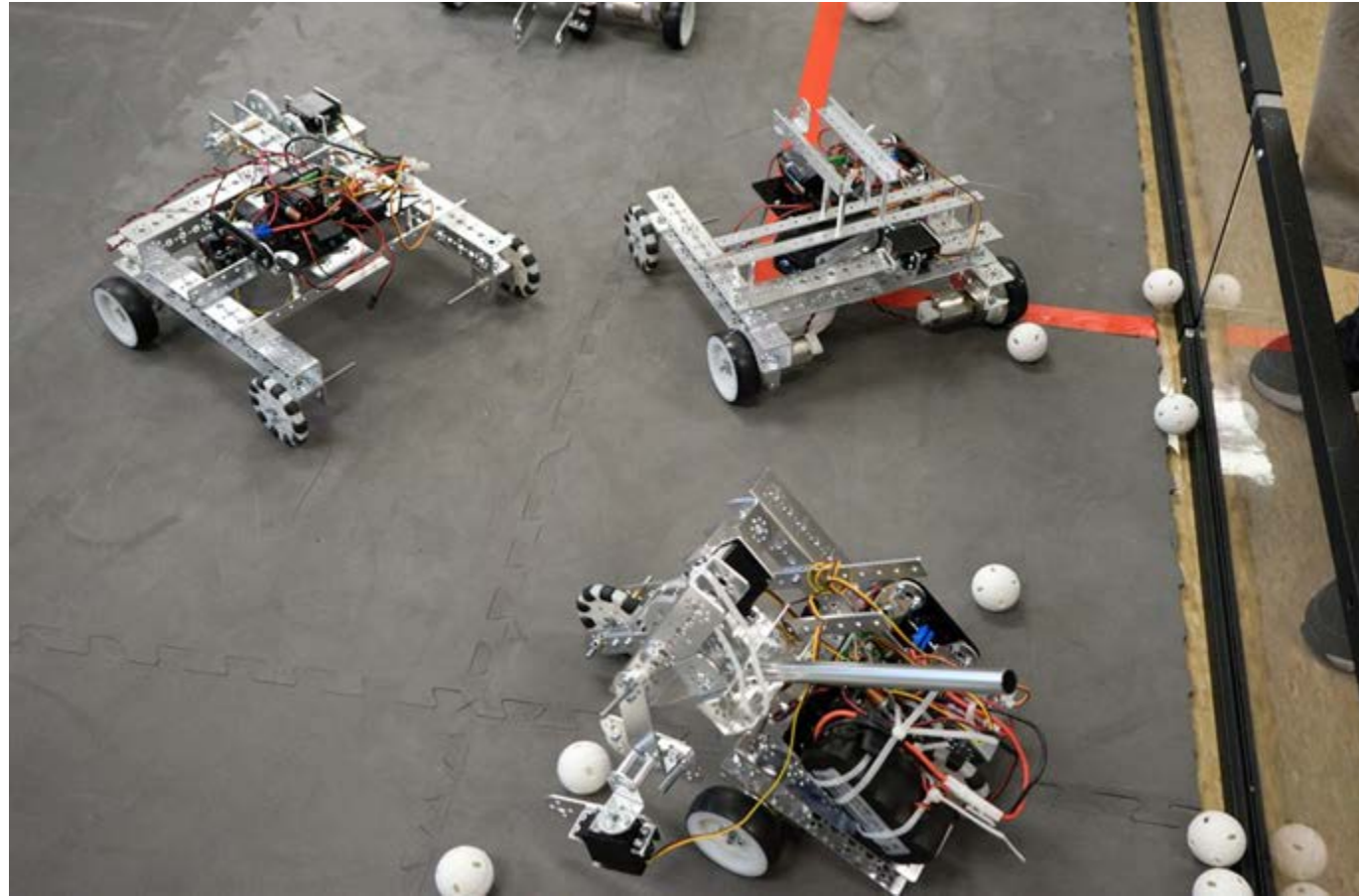


Negative Consequences of Pay Inequity for Lab Instruction

- Creates a barrier to recruitment of specialized faculty in the Sciences, Health Sciences, and Applied Sciences which are centers of high wage jobs
- Hiring challenges affects the ability to offer more course sections
- To meet course and program demands, lab faculty are often required to work an additional 3-9 hours per week in the lab, which hinders their ability to participate in service opportunities with students, the college, the district, and the community
- Increased workload affects the ability of faculty to keep abreast of new and emerging technologies that keep curriculum fresh and cutting edge



Faculty Know Funding is A Challenge...





Texas College Systems Comparisons

College	Workload Unit for Lab
Lone Star College System	1
San Jacinto College	1
Tarrant County College District	1
Houston Community College System	1
<i>Out-of-state Community Colleges-Median</i>	Range of 0.80 to 0.89
Austin Community College	0.75
ALAMO COLLEGES	0.667
El Paso	0.60



Cost of Implementation

Annual Cost to Increase Lab Loading Rates with benefit expense

Colleges	Additional Cost of Lab Loading at 0.75	Additional Cost of Lab Loading at 0.85	Total Cost to Reach Equity Ratio of 1 Workload Unit
NLC	\$92,457.99	\$203,853.15	\$370,185.73
NVC	\$442,940.09	\$976,602.86	\$1,778,869.64
PAC	\$252,591.17	\$556,917.88	\$1,014,422.37
SAC	\$521,387.61	\$1,149,565.44	\$2,093,926.13
SPC	\$731,724.69	\$1,613,320.71	\$2,938,652.76
Total	\$2,041,101.55	\$4,500,260.04	\$8,196,056.62



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Thank you.

