



## How can Academics fight workload creep?

1. Understand the basic principles that apply to academics' professional obligation (the pie analogy).
2. Bring workload issues to your UUP chapter officers.
3. Document workload increases
  - a. Begin to keep a log of work done in areas that are subject to workload creep.
  - b. Use written correspondence to document that you have taken on additional workload for specific reasons/projects – and note that you do not consider it to be part of your professional obligation going forward.
  - c. Note workload increases in your annual report, identifying extra work as such in relation to previous years.
4. Take steps to ensure that extra responsibilities and volunteer work do not become part of normal workload expectations.
  - a. Document in writing that volunteer work is being done on a voluntary basis and for a specific period of time or to accomplish a specific one-time task (through e-mails, letters to Department Chairs, Deans, or other administrators).
  - b. Have department-level/unit-level discussions about workload issues to try and get everyone on the same page.
5. If you are asked to take on extra responsibilities, you can ask for compensation (extra service pay, reduction of duties in a subsequent semester in lieu of taking on extra duties).
6. Academic year appointees are not under obligation during the summer. Check with chapter officers on the exact start and end date of the academic year professional obligation on your campus. Work with your chapter officers to develop practical suggestions for ways to handle summer work that may be beyond the class preparation and research activities normally done during summer months.
7. Workload creep is often experienced individually but is part of a collective problem. Work collectively, with the assistance of your UUP chapter, to address workload issues.

*For further information contact your chapter officers or  
Jamie Dangler, UUP Vice President for Academics, [jdangler@uupmail.org](mailto:jdangler@uupmail.org); 1-800-342-4206*