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“What are full time faculty members’ obligations during breaks such as Thanksgiving, Christmas, Spring Break. A similar question to the one you answered last semester about summer obligations. For example, can a faculty be called in for committee meetings, or prospective student visits? A difference between this question and summer is that the faculty is on contract during the year, but most contracts don’t address these time periods as ‘time off.’”

This is an excellent question! For clarification, the “contract” for FHSU faculty is the MOA, and their individual Annual Statement of Responsibilities details faculty workload. Most faculty appointments are for a nine-month term, during which the faculty member completes those activities agreed to and detailed in one’s individual Annual Statement of Responsibilities, negotiated with the department chair. During the nine-month term, several breaks occur, including state and university holidays. Typically, state and university holidays result in the closure of the university and there is no expectation of faculty being on campus or engaging in work. These would include recognized holidays such as Labor Day, Thanksgiving, Christmas, and New Year’s Day, and university declared holidays such as the Friday following Thanksgiving, and the week between Christmas and New Year’s days. These days have never been an issue or concern.

This question’s likely focus is on the longer breaks which are not holidays: fall break, winter break, and spring break.

During these times a faculty member’s main responsibility—instruction—is not needed and historically faculty members have left campus and, thus, are not available for service. During winter break, the MOA implicitly acknowledges the faculty member’s likely absence and lack of availability because of its explicit requirement that “[f]or the spring semester, faculty members *are to be available on campus* on the Thursday before the Martin Luther King Holiday.” Article VII, I: Workload (emphasis supplied). This expected absence likely begins after the deadline for the submission of fall grades. Historically, most faculty are absent during this time unless they have been requested for specific service during this time. The MOA, however, has no such language concerning fall break or spring break.

A wrinkle introduced to this analysis is “intersession” courses, and faculty who teach during intersession potentially “open themselves up” to availability for service because they are teaching during this time and, presumably, have signed a supplemental agreement for an overload course, or had the intersession course included in the original, Annual Statement of

Responsibilities. In other words, if the intersession class is “in load” for the faculty member, then there is an expectation to be on campus for service, but if the course is a supplemental contract, then the faculty member may encounter requests from the department chair.

Previous *Know Your MOA*—questions and answers—are archived at the FHSU/AAUP Chapter website < <https://fhsu-aaup.org/know-your-moa/>>, and the next installment of ***Know Your MOA*** will arrive to your inbox in 2022, as this initiative transitions to two emails each semester.

In the meantime, please see the many member benefits listed on the national website <<https://www.aaup.org/membership/benefits>> and consider joining the FHSU Chapter of AAUP. Details are available at <https://fhsu-aaup.org/> with the membership application available here: <https://fhsuaaup.files.wordpress.com/2021/09/aaup-membership-app-9-21-21.pdf>

You can find an electronic version of the MOA online at <https://fhsu.edu/fhsu-aaup/> (or this link will take you to the PDF <https://www.fhsu.edu/fhsu-aaup/moa-2020.pdf>)

The ***Know Your MOA Committee*** includes FHSU/AAUP Chapter Members Tony Gabel, Linda Smith, Cole Engel, Brittany Howell, Rob Byer, and Janett Naylor-Tincknell.