

Contact Hours Of Ethnic Studies Lab Leaders

After going over our work load, and the type and orientation of the program that we have, it is evident that the formula for deciding the pay of lab leaders is extremely unrealistic, unfair, and detrimental to the ~~running~~ of the program.

We offer the following as a more realistic and fair assessment for computing the pay compensation for lab leaders.

After reviewing the work of lab leaders and assessing the average time spent weekly in a semester, we have determined the contact hours to be six and one-half. This is broken down into 3 hours for projects; 1.5 hours for lab; and 2 hours for staff. The following is the justification for the 6½ hours contact time. Attached are affidavits by lab leaders of the PROJECT -- 3 Hours time they have spent in work as lab leaders.

Projects involve more in-depth contact with groups of students. The projects are guided learning experiences in which the students link up concepts learned in the class to ~~various~~ "real life" situations. There are three different types of projects:

- a) community service and outreach
- b) social investigation (communities, job sites, media, public hearings, public events)
- c) research on a geographic area, problem or issue, historic event institutions, organizations, etc. which are considered to be significant to gaining an understanding of a particular ethnic group and/or the people of Hawaii as a whole.

Project work entails co-ordination of student work, study and investigation -- preparatory investigation, developing goals and objectives with the students; developing hypothesis, laying out strategy for investigation, delegation of tasks; compiling of information gathered, summary and analysis of findings.

Attached are descriptions of these projects. and a sample product of the project work. ~~xxxx~~

LAB -- 1.5 Hours

Weekly planning, preparation and instruction of ~~one~~ one lab per week, with 15 students per lab. Planning involves identifying major concepts, objectives and methods for achieving those objectives, for each lab. Generally labs are to elaborate on concepts presented in lectures to have the students relate and apply the concepts to the broader society rather than just to one ethnic group. Preparation includes attending lectures, reading course material, doing outside reading, and research. Instruction includes conducting weekly discussions; (1 hour) evaluation of student course work (exams, quizzes, reaction papers) ~~xxxxxxxx~~ and scheduling individual conferences one to two times per semester for one to two hours each student. Students conferences are a part of the instruction, a way of getting to know students better, ~~xxxxxxxx~~ to assess the development of the students in the course, and to assess and evaluate one's own teaching progress.

STAFF -- 2 Hours

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There are two aspects of staff work. One is the responsibilities for each course staff, and the other is general program responsibilities.

At the course level this includes ~~xxx~~ developing course readers, preparing media presentations and written handouts to complement course lectures; developing measures for evaluation of course effectiveness in terms of student development and progress -- exams, quizzes, reaction paper guidelines, ~~xxxx~~

