In the Department of Ethnic Studies and Critical Gender Studies Program, instructional workload credit (IWC) and appointment percentages are derived directly from the academic units assigned to a course, unless otherwise noted. A 4-unit course is considered the standard basis for the IWC and level of efforts calculations:

- 4-units = 1.0 IWC (standard course)
- 2-units = 0.5 IWC
- 1-unit = 0.25 IWC

**For all Lecturers (per quarter)**

- First time teaching a class irrespective of enrollments: 50%
- Enrollments at or exceeding 200 in any quarter: 50%
- Second and beyond instance of teaching course less than 200 enrollments: 33%

**For Lecturers teaching three quarters (full year, 09/12)**

- 9 - 33% appointments = 100% for the year
- 6 - 50% appointments = 100% for the year
- Or any combination of the above in an individual quarter over the academic year for example:
  - Fall: 3 - 33% classes = 100%
  - Winter: 2 - 50% classes = 100%
  - Spring: 3 - 33% classes = 100%

**For Lecturers teaching just one or two quarters (per quarter, 09/09)**

- 2 - 50% appointments = 100%
- 3 - 33% appointments = 100%
- 1 - 50% and 1 - 33% appointment = 67%
- 2 - 33% appointments = 67%
- 1 - 50% appointment = 50%
- 1 - 33% appointment = 33%