

POLICY ON WORKLOAD FOR FACULTY

IN THE

DEPARTMENT OF PHILOSOPHY

MCMICKEN COLLEGE OF ARTS AND SCIENCES

(Adopted 9 December 2009; Revised 9 December 2009)

The workload of faculty in the Department of Philosophy consists of three parts: A. teaching, B. research, writing, publication, and professional activities, C. service. Fairness in workloads of faculty will be assessed in light of each part.

A. Teaching

The standard teaching load part of the Department of Philosophy workload for all Graduate Faculty is six quarter courses each academic year plus supervision of or participation in graduate research. On occasion it may be reasonable to vary the teaching load to achieve fairness among Graduate Faculty.

Each member of the Graduate Faculty has a right to request of the Department Head an increase or a decrease in the standard load. In addition, the Head has the right to increase or decrease the standard load. The goal is to maintain an equitable overall workload in light of different commitments to research or service. The Head will discuss this issue with faculty in conjunction with annual performance reviews.

The standard teaching load part of the Department of Philosophy workload for all Regular (non-Graduate), Field-Service, and Visiting (Assistant Professor) Faculty is nine quarter courses each academic year plus supervision of or participation in undergraduate research. On occasion it may be reasonable to vary the teaching load to achieve fairness among Undergraduate, Field-Service, and Visiting (Assistant Professor) Faculty.

Each member of the Regular, Field-Service, and Visiting (Assistant Professor) Faculty has the right to request of the Department Head an increase or decrease in the standard load. The Head has the right to increase or decrease the standard load. The goal is to maintain a fair overall workload in light of different commitments to research or service.

The Head, Director of Graduate Studies (DGS), and Director of Undergraduate Studies (DUS) will be assigned a standard teaching load as follows: Head - three course reduction per academic year; DGS - one course reduction per academic year; UGS - one course reduction per academic year. These members of the faculty maintain the rights and benefits of their faculty type (Graduate, Regular, Field-Service, Visiting).

Variations in teaching loads will be made in accord with the following:

- Any faculty member with unusually small classes or with unusually light research, writing, professional, or service duties may request or be assigned to teach additional courses per academic year to achieve a fair departmental workload.
- Any faculty member with unusually heavy research, writing, professional, or service duties or with an unusual number of very large courses may request or be assigned to teach fewer courses per academic year to achieve a fair departmental workload.

Variation in the teaching schedule part of the Department Workload of all faculty must be in accord with the current University Workload Policy, the McMicken College Policy, and the terms of any AAUP agreement in force.

B. Research

Research is regarded as a primary component of Graduate and Regular faculty responsibilities. Research is a main if not the main consideration in decisions concerning reappointment, promotion, and tenure for Graduate and Regular Faculty (see the Department of Philosophy RPT document for Tenure-track Faculty). Consequently, the activities relevant to assessing research in the Department of Philosophy RPT document for Tenure-track Faculty will constitute the majority of the non-teaching part of Graduate and Regular Faculty workload.

Field-Service Faculty are expected to engage in pedagogical and professional activities that enhance their instructional profile --this is equivalent to "research." These activities are one of the considerations in decisions concerning reappointment and promotion of Field-Service Faculty (see the Department of Philosophy RPT document for Field-Service Faculty). These activities, as set out in the Department of Philosophy RPT document for Field-Service Faculty, will constitute the majority of the non-teaching part of the Field-Service Faculty workload.

C. Service

Graduate and Regular Faculty are expected to contribute to departmental, college, university, and professional service. Service activities are considered in decisions concerning reappointment, promotion, and tenure for Graduate and Regular Faculty (see the Department of Philosophy RPT document for Tenure-track Faculty). Consequently, activities relevant to assessing service contributions in the Department of Philosophy RPT document for Tenure-track Faculty will constitute a part of the non-teaching/non-research part of Graduate and Regular Faculty workload.

Field-Service Faculty are expected to contribute to departmental, college, university, and professional service. Service activities are considered in decisions concerning reappointment and promotion for Field-Service Faculty (see the Department of Philosophy RPT document for Field-Service Faculty). Consequently, activities relevant to assessing service contributions in the Department of Philosophy RPT document for Field-Service Faculty will constitute a part of the non-teaching/non-research part of Graduate and Regular Faculty workload.