

# **Sustainable Faculty Workloads**

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# Overview

- Faculty Workload Definition
- Faculty Roles/Responsibilities as Outlined in Accreditation Standards
- Considerations when Determining Faculty Workload
- Overload vs. Release Time
- Iļisaġvik College Sample Workloads
- Adjunct Faculty

# Faculty Workload Definition

Faculty workload reflects the annual contribution of a full-time faculty member to the institution as outlined in the faculty's contract and/or institution's policy.

## Sustainable workloads:

- Support accreditation standards for faculty involvement
- Align with the need/capacity of the institution
- Promote excellence in teaching while preventing faculty burnout.
- Reflect consideration for engagement with the community

- Engagement with community, expectation of being part of community, participating in cultural events
- Teaching, research, service. Service is beyond just service, must be a part of the Tribal community. Service internally and outside the college.
- Example provided: STEM faculty – supervising internships as part of research projects

## Faculty Workload /Accreditation NWCCU

2.B.3 .... opportunities and support for professional growth and development to enhance their effectiveness in fulfilling their roles, duties, and responsibilities.

2.B.4 ...., the institution employs appropriately qualified faculty sufficient in number to achieve its educational objectives, establish and oversee academic policies, and assure the integrity and continuity of its academic programs, wherever offered and however delivered.

## Faculty Workload /Accreditation

2.C.5 Faculty, through well-defined structures and processes with clearly defined authority and responsibilities, exercise a major role in the design, approval, implementation, and revision of the curriculum, and have an active role in the selection of new faculty. Faculty with teaching responsibilities take collective responsibility for fostering and assessing student achievement of clearly identified learning outcomes.

2.C.6 Faculty with teaching responsibilities, .... ensure that the use of library and information resources is integrated into the learning process.

2.C.17 Faculty representing the disciplines and fields of work are appropriately involved in the planning and evaluation of the institution's continuing education and special learning activities.

HLC – more specific regarding faculty qualifications. Faculty must have completed 18 graduate credit hours in the discipline area that they teach. Faculty development to attain appropriate credentials may need to be included in the faculty workload.

## Average Faculty Teaching Workload

- Most community colleges: 5:5\*\*
- Most four-year universities: 4:4
- Many small private and regional comprehensive universities: 3:3
- Many research universities: 2:2

\*\* Ratio expresses course load for fall and spring @3cr/course

Note: 2:2 faculty not working less than 5:5 faculty, but different distribution of Teaching – Research - Service

# Considerations when Determining Workload

- Teaching
  - Classroom Preparation & Instruction
  - Curriculum development
- Service Activities
  - Committee participation
  - Community participation/representation
- Student Advising
- Research & Publications
- “Administrative” duties (Assessment, Accreditation, Adjunct supervision)

## Teaching

Some TCUs pay for curriculum development and some do not.

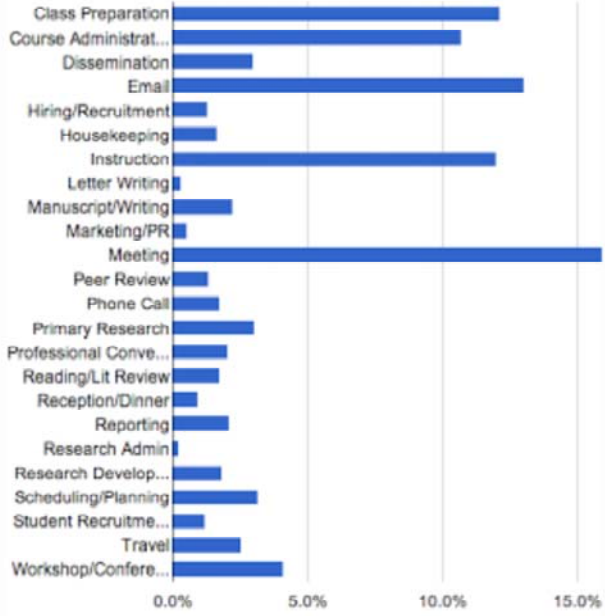
## Research & Publications

- SBC does a lot of research through their master’s programs and natural science program. SBC Faculty brought forth a credit load policy regarding the number of students for research capacity, for every three students the faculty member has involved in research the faculty member receives one credit of research. Faculty members assist students’ with master’s level thesis projects.
- At BMCC, the faculty member may choose release time or additional contract dollars for his/her participation in research projects.

## Administrative Duties

- CMN includes assessment and accreditation duties in contract, pay for course development, do not pay for credit overload-keep credit load at 30 credits annually, release time is provided for grant work and pursuit of advanced degree (3 credits of release time for a single course taken toward an advanced degree, more for dissertation)
- IC uses a grants department to write and manage their grants rather than faculty, someone from the grants department is preferred to be PI on grants, except for the science faculty. Faculty are encouraged to present ideas to grants department.
- Some colleges stated that grant management is included in the list of administrative duties at their college

**Academic Practices (Weekday Average)**





## Overload vs. Release Time

### ○ Overload:

- Base workload (number of credits) plus additional load (credits) for additional compensation
- Opportunity to increase annual income

### ○ Release Time:

- Fixed number of credits with reduction of teaching load to accommodate other duties
- Opportunity to have more time for personal/other use

# Overload vs. Release Time

## Overload Example – Iiisagvik College

- Contractual workload: 30 credits
- Overload: up to 12 credits @ \$1,500/credit (\$18,000/year)
  - All FT faculty receive 3 credits (\$4,500) to acknowledge administrative duties
  - All FT faculty may accumulate up to 9 credits (\$13,500) of overload teaching or non-instructional duties (guided by institutional need)

## **Overload vs. Release time**

- One college has a limit of seven credits of overload for full-time faculty each semester (15cr +7cr), and adjunct faculty may only teach 3 – 3 credit courses each semester.
- Excel spreadsheets are used to organize and keep track of faculty credit loads and release time
- Several colleges stated that they avoid paying credit overages, other college's stated that credit overages are an opportunity for faculty to earn additional pay
- Some colleges provide compensation for department chair/dean duties and require the faculty member to carry a full teaching load (\$1500-5400 annually for department chair/dean duties). Some give the option for release time (course reduction) or extra payment. Some colleges require the department chair/dean to start working two weeks prior to the semester and stay two weeks at the end.
- Some also provide release time for committee chair work.
- In reference to IRS compliance, several colleges mentioned using the 2.25 hour equivalency to 1 credit hour for hours worked for faculty.

## **Research/Grant Discussion**

- Some faculty are working under a grant and need to do research and travel, CAO must find an adjunct to teach courses. This may be an issue when the institution has a lot of grant dollars. Some teaching positions are difficult to replace.

- How do we measure the time faculty must commit to teaching/preparation/grading/etc. Is 15 credits per semester too much if the faculty must also do committee work, advise, research.
- How do we get to the next point of institutionalizing research? Balancing teaching loads and participating in research. Research sustains the institution and the quality of teaching, it brings in more money for the institution and engages and retains students.
- Not all disciplines participate in research in the same way and may not have access to grant dollars. Also, there are not enough capacity building grants.
- Some CAOs are directed by their colleges to focus more on student enrollment gains and losses, and some colleges have research centers that assist in research efforts.
- Many faculty at TCUs are masters level educated and may not have doctorate level research experience, one college is providing training to faculty regarding conducting research and seeking funding for research.

## Overload vs. Release Time

Sample Workload 1

Sample Workload 2

Sample Workload 3

Sample Workload 4

## Adjunct Faculty Workloads

- Generally not as well defined as full-time workloads
- Often no formal workload agreement
- Lack of policy/guidelines
- Role in assessment and accreditation not clearly defined – lack of compensation

## Sources

- <http://www.nwccu.org/accreditation/standards-policies/standards/>
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- <https://coache.gse.harvard.edu/event/less-more-data-driven-strategies-reducing-faculty-workload>
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