Provost's Workload Guidance

One three credit course equals 10% of annual full-time load.

- Tenured or tenure-track faculty will typically teach 4-7 courses a year, but there will be exceptions.

- Lecturers will typically teach 8-10 courses a year, depending on service assignments within the department.

(http://www.rit.edu/~w-conver/facstaff_teaching.php)

US Faculty Workload

InsideHigherEd. = 61 hours/week

https://www.insidehighered.com/news/2014/04/09/research-shows-professors-work-long-hours-and-spend-much-day-meetings

InsideHigherEd. = 60 hours/week

https://www.insidehighered.com/advice/2013/04/22/essay-hours-faculty-members-work-each-day

AAUP = 48-52 hours/week

http://www.aaup.org/issues/faculty-work-workload

Four Portfolios

1. Teaching/Tutoring for tenured faculty

    60-70%......5-10%…….10-20%.......10-20%

2. Balanced for pre-tenured and tenured faculty

    40-45%......5-10%…….40-45%.......5-10%

3. Administrative

    0-10%........5-10%…….0-10%.......75-85%

4. Lecturer

    90% (85%)......5%……...0%...........5-10%

Spirit of Guidelines

It is important to note that the workload guidelines specify ranges as opposed to fixed numbers. This is because workload criteria apply differently across and within departments. Therefore, these guidelines should be interpreted by chairs with each individual faculty member when a POW is established.

Factors that influence teacher workload

• Number of credit hours taught.

• Contact hours in excess of credit hours, such as labs and practica.

• Lack of equipment or space necessary to accommodate the target number of 10 students per section.

• Development of a new course.

• Number of different preparations.

• Faculty unfamiliarity with an assigned course.

• Faculty receipt of funding, e.g. sponsored research, for course release.

• Concurrent assignment of tutoring responsibility.

• Assignment of other responsibilities, such as department or program coordinator.

Factors that influence tutor workload

- Number of total NTID-supported students in assigned courses.
- Number of different courses assigned.
- Historical patterns of student demand for tutoring in given courses.
- Familiarity with assigned courses.
- Potential for grouping students (as opposed to 1:1 tutoring).
- Liaison responsibilities.
- Concurrent assignment of direct instruction responsibility.
- Faculty receipt of funding, e.g. sponsored research, for course release.
- Assignment of other responsibilities, such as department or program coordinator.

Teaching/Tutoring Portfolio: Tenured Faculty

- Courses (teaching): normally 6-7 sections per year = 3-4 per semester

- Courses (tutoring): normally 12-20 courses per year = 6-10 per semester

- Students served: minimum of 60 per year (average target of 10 per section for NTID courses 15-30 for COLA & MSSE courses)

- Classroom contact (credit-bearing courses): 9-16 hours per week

- Office & other student contact for classroom faculty: 6-13 hours per week

- Total student contact (classroom instructors & faculty tutors): 22 hours per week

Balanced Portfolio

- Courses (teaching): normally 4-5 sections per year = 2-3 per semester
- Courses (tutoring): normally 8-14 courses per year = 4-7 per semester
- Students served: minimum of 40 per year (average target of 10 per section for NTID courses/15-30 for COLA & MSSE courses)
- Classroom contact (credit-bearing courses): 6-9 hours per week
- Office & other student contact for classroom faculty: 3-6 hours per week
- Total student contact (classroom instructors & faculty tutors): 15 hours per week

Lecturer Portfolio

- Courses (teaching): normally 8-9 sections per year = 4-5 per semester

- Courses (tutoring): normally 16-24 courses per year = 8-12 per semester

- Students served: minimum of 80 per year (average target of 10 per section for NTID courses/15-30 for COLA & MSSE courses)

- Classroom contact (credit-bearing courses): 12-20 hours per week

- Office & other student contact for classroom faculty: 8-16 hours per week

- Total student contact: 28 hours per week

Scholarship: Teaching/Tutoring Portfolio

The minimum expectation for a faculty member with this portfolio is to have one scholarship/research project in process at all times, and to complete one peer-reviewed scholarship/research project (peer-reviewed publication, presentation, or creative work) once every two years.

Scholarship: Balanced Portfolio

The minimum expectation for a faculty member with this portfolio is to have one scholarship/research project in process at all times, and to complete two peer-reviewed scholarship/research projects (peer-reviewed publication, presentation, or creative work) annually, with at least one peer-reviewed publication every two years.

- Members of the Committee
  - Scot Atkins, Chair
  - Chris Campbell
  - Wendy Dannels
  - Jim DeCaro
  - Jennifer Gravitz
  - Charlotte Thoms
  - Kevin Williams
  - Rich Dirmyer, *ex officio*
  - Bernie Hurwitz, *ex officio*

- Report submitted December 2014; shared with NFC in April 2015; discussions continued with RIT HR and Provost throughout summer

FACULTY SALARY ADVISORY COMMITTEE UPDATE

- Based on these discussions, three distinct faculty compensation philosophies have been developed and shared with FSAC. All of them will continue to incorporate the internal regression analysis that has served us well for the past three decades:

    - No changes to the current system

    - Compare the current system's predicted salaries with an external benchmark that reflects the average of all disciplines taught by NTID faculty

    - Modify the current system to introduce a new weighted factor that will differentiate between technical and non-technical faculty

FACULTY SALARY ADVISORY COMMITTEE UPDATE

- Have asked FSAC to review these three pay philosophies and select the one that best fits NTID

- FSAC will incorporate NFC feedback

- FSAC will provide me with its report by February 15

- Stephen and I will discuss the report and recommendations with NAC and then, after discussing with President and Provost, announce NTID's chosen direction in advance of the 2016 merit process