

# RIT Faculty and Staff Workload Considerations

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**Current status:** Spring break has been cancelled primarily to minimize travel, which will minimize the possibility of outside contagion to our campus. It is believed that it is safest for students, faculty, and staff to not leave campus for an extended break and return. The lack of extended break has brought forward some concerns and considerations, which follow.

## Concerns

1. The academic calendar with minimal breaks may overload faculty and staff who are supporting students. Faculty and staff have expressed that the change in modalities of instruction and heightened student need for support have increased the workload. At the same time, other responsibilities still need attention. The potential for faculty and staff burn-out may be greater without the typical breaks that enable people to take a rest from instruction and student support to keep current and productive with respect to other responsibilities. Feedback from the faculty and staff community have already revealed that 'stress level' for fall is trending upward, similar to what have been document and reported by students
2. Faculty and staff success and retention are major initiatives for RIT. In an effort to address concerns and increase employee success and retention, we offer the following recommendations:

## Recommendations

1. Good instructional design routinely suggests that "lean" instruction is most effective. Classes focusing on essential skills and knowledge, rather than volume of workload promote higher student success. Faculty are not asked to reduce the rigor of the outcomes; only to temper the path to attaining those outcomes by separating "nice-to-know" from "need-to-know" skills and assignments. (This may also be implemented in fall semester if possible.)
2. Students will be given access to myCourses two weeks prior to the beginning of the semester. Having your material in place at this time will allow students a head-start on classes. This is an opportunity in which students might be able to pre-read textbook chapters or other reading assignments, browse through the syllabi to better plan for the coming semester, or install software.
3. Academic leaders should be cognizant of staff workloads with respect to retention and success.
4. We encourage all members of the RIT community to take advantage of wellness opportunities offered through the [Employee Assistance Program](#) and [BetterMe](#) programs.

In summary, the mental and physical health of our community is of paramount importance. To support student success with a reasonable workload for faculty and staff, we invite you to assess the student experience with an eye towards looking for ways to lighten the student workload and your workload. We recommend that faculty and staff reach out to college/academic unit leadership or your HR Manager if you have any questions or need support.