



## Faculty Workload: Executive Summary

October 2025

Faculty workload is a topic that surfaces frequently in meetings with faculty. Typically, questions focus on the key components that influence faculty workload, differential workload by colleges, and the provost's guidance to the colleges.

(Please note that *college* is used here to represent RIT's 9 colleges and 2 additional degree-granting units).

Early in AY 2024-2025, I engaged the deans in a discussion about these questions and requested that they review, discuss and potentially revise their college workload guidelines with their faculty. Some colleges actually completed this process in AY 23-24.

As a result, workload guidance documents were submitted and analyzed carefully by my office. As expected, faculty workload guidelines varied by colleges to address the unique mission of each college and were calibrated to college teaching, research and service expectations. This analysis also revealed that workload guidelines were influenced by disciplinary norms within a college, workload portfolio models, and external funding expectations, including the funding of doctoral students.

Workload portfolio models are currently available in seven of our eleven colleges, with the College of Liberal Arts and the College of Art and Design in the process currently of either developing or expanding their workload portfolio models. Further, among colleges that offer high enrollment course sections, consideration is normally given to both the nature of the course (contact hours, preparation, etc.) and support resources (co-teaching, TA's, graders, etc.) when adjusting teaching load expectations.

I am satisfied with the current college guidance documents and in a couple of colleges with the current college timeline for continuing revisions.

I have further requested the deans make these documents readily available and accessible to their faculty.

A handwritten signature in dark ink that reads "Prabu David". The signature is written in a cursive, flowing style.

Prabu David, Ph.D.

Provost and Senior Vice President for Academic Affairs