

NEW POLICY ON TEACHING ASSIGNMENTS FOR TENURE TRACK FACULTY BEGINNING FALL 2013

Beginning with the fall semester, 2013, all new tenure track assistant professors will be assigned teaching loads of not more than 21 semester hours per academic year (i.e., fall and spring semesters) for the first two academic years of full time service. In general, this will take the form of four (4), three semester hour courses one semester and three (3), three semester hour courses the other semester. The decision as to whether the assignments will be 4-3 or 3-4 will be made collaboratively between the faculty member and the chair, with the best interests of the students with regard to course offerings paramount. It is recognized that in some departments the 21 semester hour assignment may take a form other than seven three semester hour courses.

The primary purpose of this reassigned time is to afford probationary faculty the opportunity to spend more time on the scholarship, research, and/or creative activity requisite for earning tenure and promotion to the rank of associate professor. Hence, during the time faculty members are given this reassigned time, they may not teach overloads (excluding courses taught during mini semesters and summers).

All new tenure track faculty will be provided this reassigned time automatically until the completion of the Second Year Peer Review. If the review committee has concerns about the candidate's progress in the area of scholarship, research, and/or creative activity, then the 21 semester hour teaching assignment will continue through the fifth year. However, if the results of that review are positive, and peers are satisfied with the candidate's progress in the area of scholarship, research, and/or creative activity, then he/she will be given the option to teach not more than 21 semester hours during each subsequent academic year (i.e., fall and spring semesters) through the spring of the fifth year of full time service. This will be a year-by-year decision, and each new tenure track faculty member will be provided this reassigned time only upon written request to the department chair (with copy to the dean and provost) no later than February 15 of each year for the subsequent academic year. Again, the ability to select this reassigned time option terminates at the end of the fifth year of probationary, full-time employment (to include any credit awarded for prior service).

Exceptions to this policy will be considered on a case by case basis, and must be approved in writing (with justification) by the faculty member, department chair, dean and provost. NOTE: Due to the lateness of the finalization of this policy, it is not feasible to implement it earlier. However, each department and college should make a serious effort to begin implementation in fall 2012, with meeting the needs of our students the first priority. This finalized policy supersedes all earlier versions.