
College of Arts and Sciences Faculty Workload Policy

Version: 1.0

Responsible Official: CAS Dean

Effective Date: January 1, 2022

1.0 Introduction

Faculty in the College of Arts and Sciences contribute in significant ways to the mission of the university through a variety of kinds of work they do and to provide clarity, transparency, and accountability regarding faculty work expectations. Clear workload expectations promote equity by recognizing the diversity of forms that faculty contributions take and protecting faculty from unreasonable or unfair demands.

The College of Arts and Sciences workload policy provides broad guidelines for faculty workload in the College, consistent with the [University workload policy](#). Underlying this policy is the understanding that the College's goals. This policy includes an outline of the minimum expectations and/or range of expectations for faculty work in each category along with relevant College processes. Additionally, each Department in the College will have a Department workload policy that meets the expectations outlined in the University and College workload policies and provides more specific information on how workload units are assigned.

2.0 Scope

This policy applies to all faculty assigned to the College of Arts and Sciences.

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month contract will be assigned 24

3.1 Teaching

In the College of Arts and Sciences, tenured faculty typically have a minimum expectation of 12 workload units assigned to teaching in a given academic year. Non-tenured track faculty typically have 21 workload units assigned to teaching in a given academic year. Exceptions must be outlined in Department policy or approved by the Dean. Teaching workload for each individual faculty member will be determined by the particular balance of teaching, research/creative endeavor, service, and/or

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In general, one credit hour of classroom instruction equates to one workload unit. Distal and cross listed courses are considered

3.3 Service

As outlined with more detail in Section 4.0 of the University workload policy, service assignments can encompass

- service to the University, through participation in shared governance or the operation of SLU academic programs, departments, colleges/school or the University as a whole;
- professional service, through contributions to a professional/disciplinary association, publisher, or an equivalent higher education organization or formally organized scholarly community at a local, regional, national, or international level;
- public service to the local/regional communities that SLU serves, through service efforts explicitly on behalf of SLU and/or for the purpose of advancing specific SLU community outreach commitments. Community service can be an integral part of the research agenda and part of workload in Research and Creative Endeavor rather than Service.

In the College of Arts and Sciences, faculty will typically have a service workload expectation that ranges from 1 to 4 workload units. Exceptions to this would be faculty who take on significant service obligations to the University, the profession, or the community. Although the balance of teaching, research/creative endeavor, and service will vary from week to week, one workload unit of service would be consistent with an average of 1.7 hours spent on service in a work week.

3.4 Administration

In the College of Arts and Sciences, some faculty have contracted administrative roles that result in workload expectations tied to administrative responsibilities. These administrative roles include those of Department Chair, Associate Chair, Graduate and Undergraduate Program Coordinators, and some Program Directors. The workload units assigned to each role will vary depending upon the size and complexity of the department or program and the nature of the administrative assignment. The workload assigned to these roles will be outlined in departmental policies. In situations where a faculty member holds an administrative role outside the Department, workload units for administrative assignments will be adjusted by the Department Chair in the workload plan and approved by the Dean.

4.0 Faculty Workload Processes

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4.1 Development and Modification of Department Faculty Workload Policies

To ensure equity and fairness in workload expectations across faculty, departments need to develop clear workload policies consistent with university and college policies. These policies will be reviewed by a college-level faculty workload policy committee, considering policies in relationship to one another to ensure that policies across units are equitable while also allowing for flexibility and adjustments based on disciplinary expectations. This committee will make recommendations and the

4.2 Annual Workload Expectations for Individual Faculty Members

The distribution of workload units for tenure-track and non-tenure-track faculty for each academic year will be determined annually by Department Chairs after consultation with the faculty, taking into consideration the needs of the Department, existing commitments, and the strengths and goals of the individual faculty member. Ultimately workload is assigned by the Department Chair and approved by the Dean in conjunction with discipline-specific calibrations outlined in Department workload policies. Individual faculty workload expectations can be recalibrated each year, taking into consideration teaching, research/creative endeavor, and service activities over the last three years and plans for teaching, research/creative endeavor, and service in the upcoming academic year. As described in Section 5.6 of the University workload policy, workload expectations can potentially be modified midcycle with approval of the Dean.

Each Department Chair will have an annual meeting with individual faculty to discuss their past work activities and future plans. The Department Chair will record the workload expectations for the next academic year on the Individual Faculty Annual Workload Assignment template found in the University workload policy. This document will be shared with each faculty member, signed by them to disagree with their workload expectations. If a faculty member disagrees with the workload expectations, they will follow a college process that includes review by an ad hoc faculty committee and a recommendation to the Dean, who makes the final decision.

Consistent with Section 11.0 of the University workload policy regarding Accountability for Administrative Oversight of Faculty Workload, Department Chairs and Deans will be reviewed annually by those persons to whom they report regarding the implementation of and compliance with all aspects of relevant faculty workload policies, including equity.

Workload expectations and annual evaluation processes should be closely integrated. Departmental and college faculty evaluation processes should recognize the value of all elements of faculty work to reward excellence in all areas of work, the merit review process should weight evaluations of faculty work according to the proportion of their workload assigned to teaching, research/creative endeavor, service, or administration.

6.0 Approvals

This policy was:

Approved