

I-12
POLICY ON TEACHING LOADS
(Revised 4/19)

The campus has a small number of tenured Associate or Full Professors who are inactive in research, but are competent teachers. Department Chairs may be asked by a Dean to assign teaching responsibilities significantly greater than the departmental average to particular individuals in this category. Faculty members not involved in research should carry higher teaching loads, as long as this practice does not result in students having less contact with scholars active in research. This practice should not be used to reduce average loads for researchers; research cannot substitute for normal teaching responsibilities. Appointees in the Lecturer Security of Employment series are expected to carry a heavier teaching load than Professorial series appointees. The teaching load of a Lecturer SOE series appointee is expected to be lower than that of a temporary or continuing lecturer, in recognition of the additional responsibilities of a Lecturer SOE series appointee, including professional and/or scholarly achievement and activity, and University and public service.

There is an opportunity for steady salary progression for an excellent teacher inactive in research through a transfer to the Lecturer SOE series. When it is appropriate, the Deans, the CAP, the Associate Vice Chancellor, and the Executive Vice Chancellor will encourage transfer to this series. Where it is not appropriate, the only alternative presently available is to remain on the professorial ladder with a heavier teaching assignment. In implementing this policy, consideration can be given to unusual levels of University service or for professional activities directly beneficial to the University.

Additional teaching assignments for a research-inactive tenured professorial series faculty member are best initiated through informal agreement between the faculty member and the Department Chair.

In implementing this policy it should be kept in mind that it is the Chair's responsibility to assign teaching responsibilities and to balance load equitably, taking into account supervision of graduate students and service to the department. This policy statement supports the Chair in encouraging adjustments to teaching loads for purposes of equity.

The proposed changes appropriate for faculty inactive in research should be discussed in advance with the Dean, as should any assignment involving a quarter or more without classroom teaching.

The above practices are not intended for those persons whose research goes slowly because of the difficulties of the field, or to those who are working productively but in an unfashionable area. It applies only to those faculty who are no longer devoting a reasonable portion of their energies to productive research, or to those whose accomplishments over an extended period of time are so minimal that it would appear to be a mistake for them to devote their energies to research.