Proposal from Faculty Teaching Load Credits Committee

Rationale: The Committee’s charge was to modify the existing Teaching Load Credits policy to be consistent across the university and fair to faculty members. The charge included the need to reduce credits in some instances where the present teaching load credits were viewed to be overly generous in relation to other institutions. Where options exist, the option preferred by the Committee is identified in italics.

Teaching Load Credits Proposal

The type of instruction determines how each course is calculated as a part of a faculty member's classroom teaching credits during the long semesters of the regular academic year. The various types of instruction include: Classroom lecture and seminar, laboratory, studio, practicum, student teaching, internships, independent study, special problems, and research. Release time from teaching can be awarded for various activities. The concept of teaching load credits applies only to long semesters; summer sessions or shortened terms invoke separate rules.

A. Teaching Load Credits (TLCs) will be assigned according to the following guidelines.

1. Lecture and Seminar

   a. A 3-credit-hour class meets for 150 minutes per week, i.e., 1 course hour equals 50 minutes. Senate Approved

   b. Undergraduate Courses. TLCs correspond directly to the contact hours of the course. A course listed as 3 hours lecture and 0 hours laboratory yields 3 TLCs. If the course is cross-listed, or meets with another section, it is counted only once in determining the teaching credit received by the faculty member. Senate Approved

   c. Graduate Courses. TLCs for master’s level courses are assigned as for undergraduate courses. TLCs for master’s level courses may be assigned values multiplied by 1.5.

      Option A: TLCs for doctoral level courses are assigned the same as for undergraduate and master’s courses.

      Option B: TLCs for doctoral level courses may be assigned as credit hour values multiplied by 1.5.

      Option C: TLCs for doctoral level courses may be assigned as credit hour values multiplied by 2. Senate Approved

   d. Stacked 4000/5000 courses:

      Option A: would provide teaching load credits for both courses if each course makes individually, subject to dean’s approval. Senate Approved.

      Option B: would count as a single course.
2. Laboratory Instruction. This section applies to standard laboratory instruction in the sciences and engineering, activity courses in Health and Kinesiology and similar courses in other fields of study. For these courses, semester credit hours are not the same as contact hours. As with lecture classes, a laboratory contact “hour” equals 50 minutes.

a. To earn TLCs for laboratory instruction the faculty member must personally teach the sections involved.
   Option A: Faculty members receive 2 TLCs for each 3 contact hours [present rule]. Senate Approved.
   Option B: Faculty members receive 1.5 TLCs for each 3 contact hours, and receive 1 TLC for each contact hour of recitation.
   Option C: Faculty members receive 1.5 TLCs for each 3 contact hours.

b. Graduate assistants receive 1 TLC for each 2 contact hours except for activity courses in the Department of Health and Kinesiology. Senate Approved

c. For Health and Kinesiology activity courses the student receives 1 semester credit hours for 3 contact hours and the faculty member or graduate teaching assistant receives 2 TLCs. Senate Approved

d. Faculty members supervising multiple laboratory sections taught by student assistants receive 1 TLC for each 4 contact hours of laboratory up to a maximum of 4 TLCs per semester. Senate Approved

e. For music method courses the student receives 1 semester credit hour for each 2 contact hours and the faculty member receives 1.5 TLCs. For private lessons TLCs are calculated as 5 TLCs for each 8 contact hours. Option A [present rule]: In addition, the Marching Band Director receives 6 TLCs per semester, the Minor Ensemble Directors receive 2 TLCs per semester, and the major ensemble directors receive 3 TLCs per semester. Option B: [Omit Option A, and treat as special assignments or cases.] Senate Approved

f. Art studio TLCs are calculated as 4 TLCs for each 6 contact hours. Senate Approved

g. Drama laboratory counts as 2 TLCs for 3 contact hours. Senate Approved

3. Independent Study and Research. Independent study and research courses usually require the instructor to assign work or research to be done by individual students. The instructor must assess the student's progress towards satisfactory completion of the project at appropriate intervals and evaluate the work for grading purposes. TLCs are calculated the same as if the course were a lecture course, with the same
minimum number of students enrolled in order to justify TLCs. Research projects, T-theses and dissertation courses are of this nature. Senate Approved

4. Practicum, Internship and Student Teaching. The standard practicum or internship involves placement of a student in an on- or off-campus setting where supervision of the student's work may be shared by a faculty member and the staff at the off-campus facility. Such placements require the faculty member to account for a minimum commitment of time at the off-campus site. Such placements include but are not limited to student teaching practicums and internships in agriculture, business, educational administration, engineering, human sciences, and radio/television. Instructors of record of student teaching courses and internships receive 3 TLCs for each class with three semester hour credit taught if that class makes with at least the minimum required enrollment. Senate Approved

5. Freshman seminars. Each 1101 and 1102 course will provide 2 contact hours per week but will award 1 SCH to the student. The faculty member teaching these courses will be awarded 2 TLCs per course. Senate Approved Section A5.

The teaching load credits awarded per contact hour are outlined in Table 1.

<table>
<thead>
<tr>
<th>Type of Course</th>
<th>Teaching load credit per contact hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergrad lecture</td>
<td>1</td>
</tr>
<tr>
<td>Master’s lecture</td>
<td>1</td>
</tr>
<tr>
<td>Doctoral lecture</td>
<td>Option A: 1</td>
</tr>
<tr>
<td></td>
<td>Option B: 1.5</td>
</tr>
<tr>
<td></td>
<td>Option C: 2</td>
</tr>
<tr>
<td>Laboratory taught by faculty member</td>
<td>Option A: 0.67 for labs and recitations;</td>
</tr>
<tr>
<td></td>
<td>Option B: 0.5 for labs and 1 for recitations;</td>
</tr>
<tr>
<td></td>
<td>Option C: 0.5 for labs and recitations</td>
</tr>
<tr>
<td>Laboratory taught by graduate student</td>
<td>0.5 (1 per 2)</td>
</tr>
<tr>
<td>Health/Kinesiology activity courses taught by faculty member or graduate student</td>
<td>0.67 (2 per 3)</td>
</tr>
<tr>
<td>Art or drama studio course taught by faculty member</td>
<td>0.67 (2 per 3)</td>
</tr>
<tr>
<td>Music methods course taught by faculty member</td>
<td>0.75 (1.5 per 2)</td>
</tr>
<tr>
<td>Music private lessons taught by faculty member</td>
<td>0.625 (5 per 8)</td>
</tr>
<tr>
<td>Independent study, thesis, research, practicum, internship, student teaching</td>
<td>Same as for lecture; TLCs awarded based on course SCH, and only if course makes Freshman seminars 1</td>
</tr>
</tbody>
</table>

B. Release time may be awarded according to the following guidelines.

1. Teaching Non-compensated Overloads. Although overloads are generally discouraged, situations arise in which a faculty member agrees or volunteers to teach more than 12 TLCs for programmatic reasons. When this situation occurs, efforts will be made to grant release time in a subsequent semester consistent with teaching requirements of the department. These overload hours, commonly referred to as “banked hours,” cannot be redeemed later than three long semesters following the semester in which the overload occurred.

2. Opportunities present themselves to faculty and staff to utilize their expertise in situations outside their job. Faculty members receiving release time for programmatic reasons will not be considered for overload, off-campus teaching assignments. Employees generally can accept extra paying responsibilities if they are temporary, unrelated to their normal duties, and outside their regular work hours. Permission to perform outside employment can be obtained only through submission of the Faculty Outside Employment and Consulting Application and Approval Form.

3. Teaching Program Development.

Involvement in development of the teaching program by preparation of new course material, new teaching methods, and classroom or laboratory material or major curriculum development may be considered for release time as determined by the chair, academic dean and Provost and Vice President for Academic Affairs, but will not exceed 3 semester credit hours.

4. Administrative and Other Professional Assignments.

a. Department chairs receive 6 hours of release time each long semester.

b. Associate or Assistant deans receive 9 hours of release time each long semester.

5. Research. The University's practice of awarding release time for research will help a faculty member start and continue ongoing research activity. The end result of the release time must be a proposal aimed at securing outside funding or the completion of a scholarly work which is in progress. Faculty members are granted release time for research under three circumstances.
a. The faculty member obtains a research contract or grant which provides for replacement salary proportional to the time the faculty member is released. In the case of grant or contract monies from outside of the university, a research proposal must be approved through appropriate university channels. The faculty member should see that a form 500 is submitted by his/her department in time for the paycheck to be drawn from the research account. The release time should be reported each semester on the Load Reduction Approval Request Form and submitted with the department's teacher load reports.

b. The faculty member submits a proposal to an outside funding source listing research release time as matching funding for the grant. The proposal must be approved through appropriate university channels including the Institutional Contribution/Cost Sharing Statement Form signed by the department chair and dean. Also, the Load Reduction Approval Request Form must be submitted each semester along with teacher load reports.

c. In a limited number of circumstances, the faculty member may be granted release time from teaching by the University for specific research-related duties. This requires that the Load Reduction Approval Request Form be prepared detailing the duties to be performed and results to be attained. This form must be approved by the department chair, dean, and Provost. The form is submitted with teacher load reports.

6. Special Assignments.

   a. President, Faculty Senate. The President of the Faculty Senate will receive a 3 hour teaching load reduction each long semester.

   b. Chair, major university or college committee. If the nature of the assignment is such that the demands on the time of the chair will be excessive, a 3 hour teaching load reduction may be granted during a long semester as determined by the appropriate academic dean and the Provost and Vice President for Academic Affairs.

   c. Release time may be awarded for other assignments as approved by the appropriate academic dean and the Provost and Vice President for Academic Affairs. The extent of such teaching load reductions will be determined by the nature of the assignment.