

Department of Physics Workload Policy

[1] General Departmental Expectations

This statement of workload policy for the Department of Physics is established in accord with the Faculty Senate University Policy on Faculty Work Load.

The Department of Physics delivers Physics service courses for the health sciences, premedical, engineering and other science programs, as well as for nonscience students fulfilling university core requirements. In addition, the department offers upper division Physics courses for students in the Physics BA and BS, Engineering Physics BS and MS and the Integrated and Applied Science PhD programs. Faculty supervised student research is an integral part of these programs.

The laboratory supervisor is a non-tenure-track faculty member who, aided by student teaching assistants, is responsible for all 100-level laboratory courses. The tenure-track faculty teach all of the lecture courses and the upper division laboratories. Every tenure-track faculty member is expected to be actively engaged in scholarship and original research, involving our students whenever possible. Service to the department, college, university, and community are also expected.

The Department recognizes the variety in activities and responsibilities of its members, therefore workload equivalencies of the faculty activities will be established in consultation between each faculty member and the department chair.

[2] Departmental Expectations for Standard Faculty Workloads

In accordance with the University Policy, the standard faculty workload for one semester is 12 workload units, which corresponds to the average workload associated with teaching four three-credit hour courses. In the determination of distribution of faculty workload the department recognizes effort in all three areas of teaching and advising, research and scholarship, and departmental, college, university, professional and community service.

[3] Baseline Expectations for Teaching-Focused Faculty

Teaching assignments will be apportioned according to departmental need based on the total number of sections offered and the number of faculty members available, in such a way that one faculty sabbatical per semester can be accommodated.

The baseline expectation of a full-time tenure-track or tenured faculty member with minimal research activity corresponds to a course load of 3-3 where a course is ordinarily 3 credit hours. One section of a one credit hour upper division laboratory will count as one 3 credit hour course. Supervision of student research will also count toward workload units, as determined by the department chair in consultation with the faculty member. It is also expected that each full-time tenure-track or tenured faculty member provides standard service to the department equivalent to 3 workload units per semester, including participation in department meetings, discussions, editing policy documents,

etc. Reductions from the normative teaching load to 3-2, 2-2, or 2-1 are based on research productivity and service activity beyond the standard service to the department.

[4] Teaching Assignment in Relation to Research Productivity

The Department of Physics expects all faculty members to maintain some level of scholarly activity and remain active and curious in their discipline. Teaching loads will be determined by the department chair in consultation with the faculty member, taking into account the faculty member's research (and teaching) efforts, accomplishments, and plans. In a given academic year teaching loads may typically vary from 3-3 to 2-1 within the department, including load reductions for new tenure-track faculty and for the department chair. Research effort and accomplishment can be measured by, e.g., journal publications, books, patents, conference presentations, invited talks, and grant applications and awards.

[5] Definition of Research Active

Research active faculty must demonstrate, at the very least, ongoing research and scholarly activity and active participation in supervising student research.

[6] Administrative Course Releases

The teaching load of the chair shall be determined on an individual basis in consultation with the dean. Major administrative positions such as director of graduate programs may lead to a teaching load reduction of one course, but not below 1-1.

[7] Teaching Assignments for New Tenure-Track Faculty

New tenure-track non-tenured faculty members may be given a teaching load of 1-1 during their first year of appointment and a load ordinarily not greater than 2-2 for the two subsequent years leading up to their third year review.

[8] Other Course Load Reductions

Faculty may in some cases receive some teaching load reduction for intensive supervision of Master's Theses and PhD Dissertations. Accommodations may also be made for faculty receiving external support in accord with the contractual arrangements for such support.

[9] Process for Establishing Individual Workloads

Individual workloads are established in consultation between each faculty member and the department chair as part of the annual review process.