

## **European Studies Program Adjunct NTTF Professional Responsibilities Policy**

### **I. Preamble**

Adjunct Instructional Non-Tenure Track Faculty (Adjunct NTTF) make crucial and often timely contributions to the University's capacity to meet its teaching obligations. They routinely step in to keep courses available despite term-to-term fluctuations in the number of students and faculty on campus. In addition, some Adjunct NTTF are visiting scholars from other institutions or the wider community and have unusual potential to enrich our curriculum with original perspectives or specialized expertise. In general, Adjunct NTTF are hired to teach specific courses, but they occasionally perform non-teaching functions (in addition or instead of teaching). This document is intended to recognize the role of Adjunct NTTF and to clarify expectations with respect to the kind and amount of work they do.

### **II. Workload Expectations for Adjunct NTTF**

#### **A. Proportions of 1.0 FTE expected for teaching and other activities**

Ordinarily, Adjunct NTTF are expected to devote 90% of their effort to teaching and 10% to teaching-related service, scholarship, and professional development at their own discretion.

#### **B. Teaching**

##### **1. Standard course load for Adjunct NTTF whose sole responsibility is teaching**

The standard course load in the department is 9 courses per year. An Adjunct NTTF may teach a wide range of courses, at all levels of our undergraduate curriculum and of all sizes, from smaller to larger enrollment courses.

Two particular aspects of the EURO program will be taken into consideration in determining adjunct NTTF work assignments. First, EURO is a very broad interdisciplinary program. Some EURO courses may require that any instructor read, prepare for classes, and evaluate student work well beyond their personal areas of expertise. This may require considerably more preparation than the "average" course, and not only in the first iteration of teaching a given course. Second, as an interdisciplinary program that stretches across the departments where most resources are held, EURO courses may have less GTF assistance than courses with similar enrollments and workload elsewhere. Both features

have been especially salient in the experience of instructors in EURO's capstone "Idea of Europe" course, where a team-taught format adds additional complexity and generally increases rather than decreases the overall workload.

## **2. Teaching-related activities: Advising and course revision**

Adjunct NTTF are expected to advise and mentor students who take their courses (insofar as this is a normal part of teaching a course). They should hold regular office hours during the terms in which they teach and make themselves reasonably available to students via e-mail and/or other appropriate online media. The Asian Studies Program expects all of its teaching faculty to hold a minimum of two office hours per week during terms in which they are teaching.

Adjunct NTTF sometimes teach courses whose descriptions and learning outcomes and, in certain cases, syllabi, assigned materials, and/or assessments have been designed by their departments or programs. In other cases, Adjunct NTTF are hired to teach courses in their specific areas of expertise and may, accordingly, design and/or revise their courses as they think appropriate. Adjunct NTTF are expected to provide preliminary syllabi and other course materials to the Program Head upon request in advance.

## **C. Non-teaching activities**

Teaching-related service, scholarship, and professional development includes reading or research to keep abreast of scholarly and pedagogical advances in the field, voluntary service on departmental and other university committees where appropriate, and any other professionally recognized activities that enhance the department's teaching.

## **D. Advising and student contact**

Routine advising of, and contact with, students taking their courses is considered a normal part of faculty members' teaching activities as described above in section B. Other kinds of advising assignments (such as supervision of undergraduate theses or a small caseload of undergraduate major advisees) are not expected of Adjunct NTTF. Exceptions may be made for visiting scholars. (See section IV below).

## **E. Major administrative work**

Adjunct NTTF are not assigned to do major administrative work.

### **III. Teaching Assignment Process for Adjunct NTTF**

Except as otherwise determined by the Provost, Dean, or other designee, the department head shall be responsible for the scheduling and assignment of all faculty members' professional responsibilities. The department head will take account of instructor strengths and preferences, and give due consideration to balancing the NTTF's teaching and service load.

Teaching assignments for Adjunct NTTF are made by the Program Head in consultation with the Advisory Committee. An Adjunct NTTF serving EURO will be, in the most likely scenario, assigned to the program in a joint arrangement with one or more other programs, one of which will serve as the "home department." In this instance, the assignment of courses and corresponding workload, as specified above, will be determined jointly by the director of European Studies and the program head or heads of the other units in which the teaching and service responsibilities reside. This will be done in such a manner as to insure that that the total workload of the adjunct NTTF does not exceed that which would obtain for assignment of all teaching in a single unit.

A faculty member shall be afforded the opportunity to meet with his or her department head at least annually, before responsibilities are assigned, to discuss his or her preferences regarding assignments for teaching, research, service and other professional responsibilities, and anticipated resource needs. The Provost or designee may modify scheduled assignments, provided that the department head discusses changes with the faculty member before they are made and that changes are not made for arbitrary or capricious reasons.

Faculty members may request to adjust schedules or assignments.

Assignment of professional responsibilities shall reflect a realistic balance of duties consistent with the criteria for review.

### **IV. Visiting Professors**

Visiting Professors are temporary positions (up to two years), for (1) an individual who holds a like, similar or relevant appointment at another institution or (2) pursuant to the norms of a specific discipline, an individual who has recently obtained a terminal degree and is seeking further professional experience prior to seeking a professorship. As appropriate, assigned professional responsibilities may include substantial research or service expectations with lower teaching load obligations than a typical Adjunct NTTF. Rank (Assistant, Associate or Full) will depend on the individual's rank at her/his current institution or otherwise on her/his achievements, stature, and years in the profession.