

Adjunct Instructional NTTF Workload Policy

Department of Geological Sciences

I. Preamble

Adjunct Instructional Non-Tenure Track Faculty (Adjunct NTTF) make crucial, and often timely, contributions to the University's capacity to meet its large-scale 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. This document is intended to recognize the essential 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 6 courses per year. Courses taught normally include Geology courses at the 100 to 300 level. Higher-level courses may be assigned through consultation and mutual agreement with the Department Head with assistance from the Associate Head.

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 considered a normal part of teaching any course. They should hold regular office hours (at least 3 hours per week) during the terms in which they teach and make themselves reasonably available to students via email and/or other appropriate online media. Adjunct NTTF generally teach courses whose descriptions and learning outcomes

and, in certain cases, syllabi, assigned materials, and/or assessments have been designed by their departments. But if approved by the department, Adjunct NTTF may redesign or revise their courses to incorporate advances in academic content and pedagogy.

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 undergraduate major advisees) are not expected of Adjunct NTTF.

E. Major administrative work

Major administrative work is not normally assigned to Adjunct Instructional NTTF.

III. Teaching Assignment Process for Adjunct NTTF

The department head is responsible for scheduling and assignment of all faculty members' professional responsibilities. The department head, with assistance from the associate head, will consult with Adjunct NTTF to select a mutually agreed upon schedule of courses. A preliminary teaching schedule is developed during fall term for the next academic year, and is refined during winter and spring terms. The expertise and preference of faculty is considered in determining teaching assignments. In rare cases where more than one faculty member wants to teach the same course, priority will be given to tenure-track faculty (TTF).

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 a unique category of Adjunct NTTFs. These are temporary positions (generally not more than three years), typically for faculty members or recent Ph.D.s from other institutions, who have potential to enrich our curriculum and community of scholars with original perspectives or specialized expertise. 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.