

**DEPARTMENT OF HISTORY
CAREER NTTF PROFESSIONAL RESPONSIBILITIES POLICY**

I. Preamble

Career Instructional non-tenure track faculty (Career NTTF) are vital to the life of the University. Their classroom teaching role is most visible, but they also often administer programs, oversee undergraduate curricula, conduct research, and participate in university governance. Through advising and encouragement of students' intellectual activity outside of class, they enhance both the quantity and quality of the education we provide. This document is meant to make all contributions by Career NTTF apparent and to describe how they fit into a standard workload.

II. Workload expectations for Career NTTF

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

Career NTTF whose primary responsibility is instruction are expected to devote 90% of their effort to teaching and 10% to service, scholarship, and professional development. Modifications of these percentages for special work assignments and special types of NTTF positions are described below.

B. Teaching

1. Standard course load for NTTF whose primary responsibility is teaching

The standard course load for Career NTTF in the Department of History is 9 courses during the regular academic year. A standard full-time load would include a mix of large-enrollment and smaller-enrollment courses each term, subject to departmental need. Career NTTF are eligible to teach at all levels of our undergraduate curriculum. Career NTTF may teach graduate students in combined 400/500 level courses and are eligible to serve on graduate committees.

2. What is included in teaching activity

Career 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 during the terms in which they teach and make themselves reasonably available to students via email and/or other appropriate online media. The Department of History expects all of its teaching faculty to hold a minimum of two office hours per week during terms when they are teaching.

Career NTTF are also expected to revise their courses as needed to incorporate advances in academic content and pedagogy, and to ensure that they continue to promote the learning outcomes of the departments and programs (including General Education) of which they are a part. In the

Department of History, Career NTTF are asked to teach a wide range of courses, some new to them and some they have taught in the past. Career NTTF may be asked to replace TTF who are on leave and/or to teach courses to meet changing curricular needs. They also sometimes volunteer to offer new courses when new curricular needs are identified in their fields. Career NTTF assignments must be quite flexible. The time and effort required to prepare new syllabi, lectures, and course assignments, occasionally without lengthy advance notice, are substantial. This effort counts as part of the 90% of FTE devoted to instruction.

C. Service, scholarship, and professional development

Career NTTF are expected to devote 10% of their effort to service, scholarship and professional development. Service activities may include department/program committees on which NTTF participate (as delineated in the unit's governance document), college and university service, formal advising and mentoring, professional development, scholarship, and community service relevant to the position. Service assignments within the department/program are at the discretion of the head/director or her or his designee in consultation with the Career NTTF.

Career NTTF perform valuable service in the Department of History, the university, and the profession. They may be asked to serve on departmental committees, and sometimes volunteer to do so. They may be asked to serve on university committees, and sometimes volunteer to do so. They are involved in professional service, including but not limited to reviewing manuscripts in their fields for journals and publishers, serving on prize committees or review panels for granting agencies, organizing and participating in conferences, and assuming leadership roles in scholarly societies. Career NTTF also participate in professional development activities aimed specifically at enhancing instructional methods and teaching effectiveness.

Career NTTF engage in a wide range of scholarly and creative activities, from presenting conference papers and writing book reviews to authoring conventional publications. Although ongoing publication of original scholarship is not an expectation for career NTTF, we recognize that scholarly activity can contribute to excellence in 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. Small, voluntary, and/or irregular advising assignments (such as occasional supervision of undergraduate theses or a small caseload of undergraduate major advisees) count toward service expectations in section C.

E. Major administrative work

This work is distinguished from other tasks above by its duration and level of responsibility. It includes activities such as oversight of academic programs, assignment as professional academic or career advisors, and other major administrative responsibilities. Approval of more than one course release for an individual requires prior consultation with the Dean or her/his designee. When such administrative positions exist for an NTTF, an addendum to this policy will describe the department's existing major administrative tasks assigned to NTTF faculty and their associated course release and/or stipend.

F. Equity and inclusion

Faculty are expected to contribute to the University's goals regarding equity and inclusion. These contributions may consist of research, teaching, and service activities as appropriate, as well as involvement with academic and professional associations, non---profit, governmental, and/or private sector organizations.

III. Teaching and Service Assignment Process for NTTF

A. Teaching and service within the department

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. In practice, assignments are made by the Department Head in consultation with the Associate Head and members of the committee(s) responsible for long---term curricular planning. Career NTTF will, like all faculty, be asked each year about the courses they would like to teach the following year. These preferences will be taken into consideration, along with departmental needs related to leaves, sabbaticals, and other staffing factors. In cases where the fields of career NTTF overlap with TTF, TTF will have higher priority in selecting courses. But all teaching assignments are subject to review and approval by the Department Head.

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.

B. Special teaching or service within the department

Separately from any course releases that may be associated with major administrative positions, a course release may be offered to a career NTTF to perform a specific teaching- or service-related assignment for the department or program, so long as the unit can still meet its instructional needs with existing resources. Approval is at the discretion of the unit head in consultation, as applicable, with other officers or committees charged with course planning. Occasions for course release at the discretion of the unit head include the following:

- An unusually heavy workload relative to the departmental norm
- A special professional development opportunity related to the faculty member's instructional duties or position description
- A special teaching or service opportunity that benefits the department, college, or university

In units with more than one career NTTF, discretionary course releases may not be used to reduce the course load for all career NTTF in the unit without the approval of the Dean or Dean's designee. Likewise, discretionary course releases may not be used to reduce the course load for an individual on a multi-year basis without the approval of the Dean or Dean's designee. Approval of more than one such release for an individual requires prior consultation with the Dean or the Dean's designee.

C. Teaching and service outside the Department of History

A Career NTTF faculty member may be offered a course release(s) from the home department, with or without a stipend, to teach a course(s) in another department or program, or to perform administrative service outside the home department. Approval of such assignments is at the discretion of the Provost, Dean, or other designee, acting in consultation with the heads or directors of both the home and the host departments or programs.

D. Course release for grants and fellowships

A Career NTTF who has received, or is supported by, an internal or external grant or fellowship may be released from teaching one or more courses, so long as (a) sufficient course buyout funds are available from the grant or fellowship and/or other approved sources to fund the replacement of the instruction that would be lost as a result of such release(s), and (b) such release(s) from teaching would not, in the judgment of the Department Head, unduly compromise the department's ability to meet the curricular and enrollment needs served by the faculty member's course(s) in either its own or other academic programs. The applicable course buyout rates and guidelines on replacement instruction are those set forth in the College and/or University policies in effect on the date the teaching release(s) is first approved.

The allotment of stipends will be consistent with university policy.

E. Overload assignments

An overload assignment is (1) an assignment that is in addition to the faculty member's regular assignment and FTE status; (2) a one time or limited assignment, made or approved by the Provost or designee, that is in addition to or different from regular or usual assignments for the member's classification and rank; or (3) assignments unrelated to the bargaining unit member's primary job responsibilities.

Except as otherwise indicated in the June 10, 2014 Memorandum of Understanding regarding overload assignments, or in successor agreements, overload appointments will be assigned an FTE percentage commensurate with normal workload duties and compensated accordingly. Faculty may request that overload compensation take the form of class release. No bargaining unit faculty member may be disciplined or terminated for refusing an overload assignment. Appointments for which compensation is paid, in whole or in part, with federal funds may be ineligible for overload compensation.

E. Course cancellation policy

If a teaching assignment is cancelled for any reason, the department or unit head will consult with the faculty member and assign alternative duties at the same FTE in the same term, or reassign the affected faculty member to an appropriate course, or alternative assignment, in the same academic year.