UNIVERSITY OF ILLINOIS AT SPRINGFIELD
CAMPUS SENATE AY 2010/2011
RESOLUTION 40-3

Modifications in Workload for Non-Tenure Track Faculty

WHEREAS, Article 3, Section 3 in the Faculty Personnel Policies was modified to allow for the criteria and standards by which non-tenure track faculty are evaluated to be established at the time of hire;

WHEREAS, parallel changes were not made to Article 9, Section 3A to allow for modifications in workload for non-tenure track faculty;

WHEREAS, increased workloads produce concerns about the quality of course offerings;

THEREFORE, BE IT RESOLVED THAT the University of Illinois at Springfield Campus Senate approve the following changes to Article 9, Section 3A and Article 10 of the UIS Faculty Personnel Policies.

ARTICLE 9

Section 3. Workload Plan and Guidelines

Each Department shall develop, approve, and forward to the appropriate Dean for approval a written workload plan for each faculty member. The plan shall be developed each Spring in accordance with the schedule of courses to be offered in the academic year beginning the following Fall. Workload plans may be modified in accordance with the provisions of this Article. In preparing the plan, the following standards shall be applied:
A. Credit generating classroom instruction, including distance learning, for each semester for each full-time teaching member shall be not more than twelve (12) workload hours nor less than eight (8) workload hours in classroom instruction except as provided in this Section. The academic year average for each faculty member shall be twelve (12) workload hours per semester. Workload hours for faculty are not necessarily identical to credit hours of instruction. For the purposes of determining workload, a three (3) credit hour course shall count as the same workload as a four (4) credit hour course.

The workload for non-tenure track faculty may vary up to four (4) courses per semester based on contractual agreements. Four-course workloads shall apply only when a faculty member’s service and scholarship obligations are substantially reduced, in accordance with Article 3 Section 3 of the Faculty Personnel Policies. Workloads for non-tenure track faculty will be specified in yearly letters of hire. The number of non-tenure track faculty who are assigned four-course workloads shall not be greater than ten percent of the College’s total number of full-time faculty. Four-course workloads for non-tenure track faculty shall not exceed three course preparations per semester.

**ARTICLE 3**

**Section 3. Criteria for Non Tenure-track Faculty**

Non-tenure track faculty in general are not evaluated on all three criteria on which tenure-track faculty are evaluated: teaching, scholarship, and service.

The specific criteria (teaching, scholarship and/or service) on which a non tenure-track faculty member on an academic year appointment (i.e., clinical, research, lecturers, instructors, and visiting) will be evaluated and the standards that will be applied to the criterion (i.e., high quality, excellence) will be established at the time of hire and/or contract renewal in writing.