Rationale

In response to the discussions about creating an intersession during January, the University Committee has looked into the faculty workload issues. The Academic Policy Committee is working on the calendaring issues. We have reviewed correspondence from Kenneth Watters, Vice Chancellor and Provost, dated September 30 and October 29, an October 14 memorandum from Marshall Goodman, Dean, College of Letters & Science, and the ACPS-4. We propose the following for Senate action as addenda to Faculty Document No. 2027, UW-Milwaukee Faculty Workload Policy.

Motion

1. For calculations of faculty workload, teaching during an intersession would fall within the normal contract period and would be considered part of the normal nine-month load (ACPS-4, 6b).

2. Faculty teaching a three-credit course during a three-week January intersession would be credited with one unit of the four-unit semester workload as defined in Faculty Document 2027 (February 22, 1996, attached). Faculty teaching less than a three-credit course would have their workload proportionately prorated.

3. A faculty member would be permitted to teach only one three-credit course during a three-week intersession.

4. Courses to be taught and intersession assignments would be determined through the usual process of departmental curricular planning in consultation with administration as defined in Faculty Document 2027.

UWM University Committee

Margo Anderson, Chair
George Davida
William Kritek
Laurie Glass
Randall Ryder
Gabrielle Verdier
Yehuda Yannay
SUPPLEMENT TO FACULTY DOCUMENT NO. 2122, November 20, 1997

UNIVERSITY OF WISCONSIN-MILWAUKEE FACULTY DOCUMENT NO. 2027, FEBRUARY 22, 1996

APPROVED AS AMENDED

UW-Milwaukee Faculty Workload Policy

Workload assignments for faculty at the University of Wisconsin-Milwaukee are predicated on the fundamental purpose of the research university, which is the pursuit of knowledge. This effort proceeds along three, intersecting dimensions: (a) the generation of knowledge through cutting-edge research, scholarship, and creative activity, (b) the dissemination of knowledge through teaching and other scholarly activities, and (c) the application of knowledge through service to the regional and local urban communities as well as to national and international constituencies.

Specific workloads are determined on an individual basis in conjunction with each faculty member’s Summary of Career Plans and the Department’s Mission Statement, which are reviewed as scheduled by the academic dean. In all cases, a full-time load in any semester consists of four units of work, where each unit, in instructional terms, is typically the equivalent of one classroom section of a three-credit group instruction course.

Faculty are expected to make substantial contributions in the areas of research (or scholarship or creative activity) and service as well as in group and individual instruction, through specific emphases, or the particular distribution of effort, may vary from one faculty member to another. Nonetheless, it is expected that full-time faculty regularly will devote two of the four work-units to group classroom instruction. The two remaining work units will be distributed over the three areas so as to make best overall use of the faculty’s talents and abilities and to maximize their contributions to the University. In consideration of faculty career plans and the department or college mission, the two remaining units may fall into any of the three areas of research, service, and teaching (inclusive of individual instruction course sections and advising).

Departments are responsible for implementing their particular workload policies within the context of the department mission and this campus policy. Department policies, and any subsequent revisions, are subject to review and approval by the Dean and will be reported to the University Committee. Written department workload policies will be provided to each faculty member within the department. As in other personnel matters, the department executive committee bears primary responsibility for compliance with the faculty workload policies.

UWM University Committee

Margo Anderson
George Baker, Chair
George Davida
Benjamin Feinberg
Rene Gratz
Gregory Iverson
William Kritek