Context

The existing faculty workload policy has been in place for some time and is published annually in the Faculty Guide to Academic Practices and Policies at Brockport. The policy was last examined by the Faculty Roles and Rewards Committee and the current policy reflects the recommendations made in their final report. The intention of the policy is to ensure that there is a fair and equitable distribution of effort and to encourage an ongoing program of scholarship throughout the career span of our faculty.

Over time, the policy has been applied inconsistently across departments. While there may be many reasons for this, at least one reason is that the policy does not provide guidance with respect to implementation.

At this time, the College also faces unprecedented financial challenges and we must ensure that our human resources are fully deployed in advancing the mission of the College. At the same time, it is important to appreciate differences across our disciplines and to value the collective contributions of all faculty.

Charge for the Academic Affairs Task Force on Faculty Workload

The Task Force on Faculty Workload is charged with developing guidelines that will allow for consistent application of the existing policy. The guiding principle for these guidelines should focus on the policy’s intent – a fair and equitable distribution of effort. An overarching principle should be a shared understanding of how best to value everyone’s 100% effort, being particularly mindful of disciplinary differences and stage in one’s career.

While the Task Force is not being asked to revise the policy, recommendations for minor adjustments that would make it easier to implement the policy are welcome. Finally, the Task Force may wish to revisit the final report of the Faculty Roles and Rewards Committee for background.

The Task Force should make every effort to keep the College community informed about its progress and engaged in the process as it carries out the charge. Avenues for broad input should be sought. The recommendations must be submitted to the Provost by April 30, 2010. The goal is to begin to systematically and consistently implement the existing policy during the 2010-2011 academic year.

Task Force Membership

Chair – Besty Balzano

Staff Support – Cindy Krautwurst

Task Force Members – Jim Zollweg, Chuck Edwards, Mark Chadsey, Phyllis Kloda, Lauren Lieberman, Kathy Petersen-Sweeney, Greg Garvey, Stuart Tsubota