Welcome to the ADVANCE Spring Quarterly Leadership Workshop

"A Discussion On Models For Faculty Workload Distribution And Merit Reviews"

May 23, 2012

Agenda

10:00 – 10:10: Welcome

10:10 – 10:45 : Panel Presentation & Discussion

10:45 – 11:00: Large Group Polling

11:00 – 11:45: Facilitated Small Group Discussion

11:45 – 12:30: Networking Lunch

Department of Construction Management Faculty Workload

- **Teaching Load**
  - Tenured – 4 courses per year
  - Assistant Professor – 3 courses per year
 - Lecturer – 6 courses per year
- **Advising Load**
  - 5 juniors
  - 5 seniors
  - 5 masters degree students

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Department of Construction Management Merit Review

- Faculty submit **Annual Report** addressing contributions in:
  - Teaching
  - Research and Scholarly Work
  - Service
- **Teaching Evaluations**
  - Peer Review
  - Student Evaluations

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Teaching Credit System
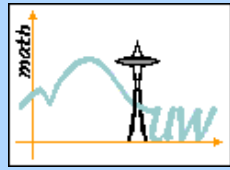
Annual teaching: 3.3 points

Courses worth: 0.65 - 0.85

PhD advising: 0.5 per thesis
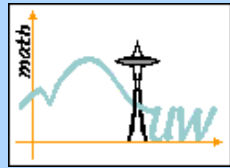
Major service jobs: 0.2 – 0.3

Buyouts: Matched up to 1.1

Balance carried forward
Advantages: Flexible, fair, divisible currency

Tuncel 2012

Merit Evaluation and Raises

1. Evaluate: 0 to 5, in steps of 0.5
   Rate separately: Research, Teaching, Service
   Overall Merit M: Non-formulaic

2. Merit: About half of raise pool
   Linear formula, e.g. $1 + 0.5 * (M - 1)$

3. (Merit-based) Compression:
   Uses target salary curves (exponential, based on M)
   Calculate total dept compression, fill in, cap

Tuncel 2012

Group Discussion

- Clicker Questions
    - Faculty Merit Review Models
    - Faculty Workload Models
- Small Group by topic
- Large Group report out

MERIT REVIEWS – CLICKER QUESTIONS

Who sees merit review packets?

1. Only department chair
2. Only departmental committee and department chair
3. Only faculty at higher rank than faculty under evaluation
4. All faculty
5. Other

Who provides input to merit review evaluation?

1. Only department chair
2. Only departmental committee and department chair
3. Only faculty at higher rank that faculty under evaluation
4. All faculty
5. Other

Who see merit review outcome?

1. Only see one's own outcome
2. See everyone's outcomes in the aggregate
3. See everyone's outcomes by name
4. Other

Does your department have a faculty merit review evaluation rubric?

1. Yes
2. No
3. Don't know

WORKLOAD– CLICKER QUESTIONS

Who assigns/determines faculty workload?

1. Only department chair
2. Only departmental committee and department chair
3. Other

Workload Negotiations (except new hires)

Chapter 24 of the faculty codes lists that faculty workload distribution should be 40% teaching, 40% research, and 20% service unless otherwise negotiated. Outside of new faculty hire negotiations, what percent of your faculty have negotiated a different workload than the standard 40-40-20 distribution?

1. 0-5%
2. 5-15%
3. 15 – 40%
4. 40-60%
5. 60 – 100%

Workload Negotiations (all faculty)

Including new faculty hire negotiations (new hires often have a reduced teaching load for a fixed period of time), what percent of your faculty have negotiated a different workload than the standard 40-40-20 distribution?

1. 0-5%
2. 5-15%
3. 15 – 40%
4. 40-60%
5. 60 – 100%

Assigned Workload Distribution

What percentage of your department's faculty have been assigned a different faculty workload than the standard 40-40-20 distribution? (e.g. assigned additional teaching responsibilities, assigned additional service responsibilities)

1. 0-5%
2. 5-15%
3. 15 – 40%
4. 40-60%
5. 60 – 100%

SMALL GROUP DISCUSSION

Faculty Workload Small Group Discussion questions

- How do you fairly distribute faculty workload in your unit?

- What have some of the issues been for determining a fair workload distribution in your unit?

- How does workload distribution factor into merit reviews?

- What warrants extra teaching assignments?

- What creative strategies has your department used to address faculty workload?

Faculty Merit Review Small Group Discussion questions

- How do you fairly evaluate someone whose scholarship is outside traditional department or disciplinary boundaries?

- What warrants a non-meritorious rating in the annual faculty review?

- What are the benefits and challenges of your current faculty merit review process?

- How does workload distribution factor into merit reviews?

- What would you like to change in your faculty merit review process, and how will you implement such a change?