

DANCE DEPARTMENT WORKLOAD POLICY

(passed by unanimous faculty vote, March 17, 2016)

Introduction

Workload in the Department of Dance is consistent with College of Arts+Architecture (CoAA) and University policies. As faculty in a Doctoral University I institution, course loads include 5 courses per year and are comprised of lecture, mixed platform, and/or studio teaching. Research, committee assignments, and/or administrative duties are also included. The goal of the workload policy is to distribute and, as fairly as possible, equalize responsibilities among the faculty in ways that accomplish the department's teaching, research, and service missions.

In the spring of each academic year, anticipating the subsequent academic year, the chair will request information from faculty regarding course preferences (including small and large enrollment classes), anticipated production responsibilities, research grant proposals/awards, fellowships, visiting appointments, new course preparations and other professional activities, such as specific service responsibilities as noted below that may influence the calculation of load. By April, the chair will propose individual workloads for the following academic year.

Tenure track and tenured faculty are expected to perform effectively in all three traditional areas of academic responsibility, teaching, research, and service, as noted in CoAA and Department of Dance RPT documents. Decisions about workload are the responsibility of the chair, in consultation with the individual faculty member, subject ultimately to the authority of the Dean of CoAA. The needs of the department's academic programs and need to plan, assess, and administer programs take priority in assigning workloads.

Teaching

The normal instructional load for faculty is 5 courses (3/2) per year. Exceptions include the chair whose load is 1/0 and the director of undergraduate study and dance education coordinator whose loads are 2/2. Performance practicums impact workloads differently and depend on programming, faculty rotation, and working methods. A significant new work or works, equivalent to 20 minutes in performance, may be counted as two courses; a smaller work may count as one course.

The instructional load for lecturers is 8 courses per year (4/4), comprised of teaching assignments and/or production responsibilities. Lecturers are expected to teach effectively and satisfy production responsibilities as well as participate in department service.

Service

Service includes specific committee, representative, and liaison assignments. Normative service loads are:

- Two department-level and one college or university level service obligations per

year assigned to faculty.

- Two department-level service obligations per year assigned to lecturers. University service is an important part of academic life. Faculty members are strongly encouraged to place their names in nomination for university committees and to accept appointments and requests for service as part of being a good university citizen. Likewise, service to the community and profession contribute to the individual academic profile.

The service load for all faculty should be equitable. Service assignments should be made balancing department need, the interest of all faculty in influencing important agendas in the department, and faculty research agendas and promotion and tenure needs. Faculty research leaves must be granted after considering, not only teaching loads, but service work necessary to the department.

In years when merit funds are available, meritorious service would comprise substantial commitment and documented contributions. Service considered for merit would include leadership roles at the college, university, community or professional levels, for example, serving as president of an organization or chair of a substantial committee or task force.