Survey of Faculty Workloads

American Association of University Professors
Thomas More College Chapter

www.tmcaaaup.org
Survey

- What is a typical full faculty workload per academic semester or year at your institution?
- Does your institution have a limit on the number of unique course preparations per academic semester or year?
- What are the typical grading responsibilities for your courses?
- What other faculty responsibilities are considered as part of the full-time faculty contract?
- What faculty responsibilities have you performed that are outside the full-time faculty contract but are compensated?
- Are faculty given credit towards a full-time workload (or paid an overload) on a prorated basis based on an individual course enrollment exceeding some threshold?
Institutions Represented
October 3, 2014 - present

- Bellarmine College
- Centre College
- Cincinnati State
- Earlham College
- Franklin College
- Georgia Perimeter College
- Hanover College
- Linfield College
- Marian College
- Marymount University
- Miami University
- Morehead State University
- Mount Saint Joseph University
- Northern Kentucky University
- Texas A&M University - Corpus Christi
- University of Missouri - Kansas City
- University of Southern Indiana
- Ursinus College

n = 18
## Typical Course Loads

<table>
<thead>
<tr>
<th>Course Load</th>
<th>Credit Hour Load</th>
<th>Number of Institutions</th>
<th>College / University</th>
</tr>
</thead>
<tbody>
<tr>
<td>2-2</td>
<td>12</td>
<td>2</td>
<td>Morehead State</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>University of Missouri-Kansas City</td>
</tr>
<tr>
<td>3-2</td>
<td>15</td>
<td>1</td>
<td>Miami University</td>
</tr>
<tr>
<td>3-3</td>
<td>18</td>
<td>5</td>
<td>Centre College</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Earlham College</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Linfield College</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Marymount University</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Ursinus College</td>
</tr>
<tr>
<td>4-3</td>
<td>21</td>
<td>2</td>
<td>Bellarmine College</td>
</tr>
<tr>
<td>3-3-1</td>
<td></td>
<td></td>
<td>Hanover College</td>
</tr>
<tr>
<td>4-4</td>
<td>24</td>
<td>6</td>
<td>Franklin College</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Marian College</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Mount Saint Joseph University</td>
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<td></td>
<td></td>
<td></td>
<td>Northern Kentucky University</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Texas A&amp;M University-Corpus Christi</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>University of Southern Indiana</td>
</tr>
<tr>
<td>5-4</td>
<td>27</td>
<td>1</td>
<td>Georgia Perimeter College</td>
</tr>
<tr>
<td>5-5</td>
<td>30</td>
<td>1</td>
<td>Cincinnati State</td>
</tr>
</tbody>
</table>
Contributions to Faculty Workload

- Unique course preparations
  - Generally no limit
  - Department / department chair typically minimizes

- Grading assistance
  - Generally performed by faculty member
  - Large introductory classes may have a TA or GA grader ($n = 4$)

- Contractual responsibilities
  - Advising (3-50+), Committees (1-4), Service, Commencement
## Faculty Workload

### Guidelines for a Reasonable Faculty Workload

<table>
<thead>
<tr>
<th>Professional Competence</th>
<th>Light</th>
<th>Moderate</th>
<th>Heavy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advisees</td>
<td>Less than 10</td>
<td>10-20</td>
<td>21-30</td>
</tr>
<tr>
<td>Contacts hours/year[^2]</td>
<td>Less than 24</td>
<td>24</td>
<td>Greater than 24</td>
</tr>
<tr>
<td>Sections taught/year[^3]</td>
<td>Less than 6</td>
<td>6-8</td>
<td>Greater than 8</td>
</tr>
<tr>
<td>Students taught/year[^4]</td>
<td>Less than 75</td>
<td>140</td>
<td>Greater than 200</td>
</tr>
<tr>
<td>Preparation/grading (Hours per contact hour)</td>
<td>1:1</td>
<td>2:1</td>
<td>3:1</td>
</tr>
<tr>
<td>Time spent with students outside the classroom[^5] (Hours per week)</td>
<td>Less than 1</td>
<td>1-2</td>
<td>Greater than 2</td>
</tr>
<tr>
<td><strong>Academic Citizenship[^6]</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>College committee, task force, service to professional organizations, and/or professional service to the community (Hours per week)</td>
<td>Less than 2</td>
<td>2</td>
<td>Greater than 2</td>
</tr>
<tr>
<td>Service to the department (Hours per week)</td>
<td>Less than 1</td>
<td>1-2</td>
<td>Greater than 2</td>
</tr>
<tr>
<td><strong>Scholarly &amp; Creative Activity</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scholarship[^7]</td>
<td>Significantly less than 20% of professional time</td>
<td>~20% of professional time</td>
<td>Significantly greater than 20% of professional time</td>
</tr>
</tbody>
</table>

[^1]: Please note that this chart is intended to define a reasonable workload, NOT to reflect the ACTUAL workload of faculty, and applies only to full-time, nine-month, undergraduate, tenure-track or tenured faculty.

[^2]: Contact hours for accelerated/blended

[^3]: Total number of sections. Multiple sections of the same course will be accounted for in reduced preparation time.

[^4]: A larger number of students will be reflected in increased grading time.

[^5]: Averaged over an academic year. Includes independent studies and auto studies.

[^6]: Includes only academic citizenship without associated released time. Values are time spent per week averaged over the academic year.

[^7]: The form and time distribution of scholarly activities varies greatly from discipline to discipline and from individual to individual. Individual faculty members must decide how they will distribute time for scholarship during the year, and work with their department chair to choose scholarly activities that are consistent with the promotion and tenure guidelines.
Compensated Activities Beyond Faculty Contract

• Course overloads
  • Strongly discouraged (n=2)
  • Compensated (n = 10)
    • $1k - $6k per course; 4% - 15% of base salary per course
  • Uncompensated (n = 1)
    • Minimized by utilizing adjuncts

• Research
  • Release time for research grant (n = 1)

• Administrative
  • Chair / Division Head / Division Coordinator (n = 6)
    • Course reduction; $1k - $5k per year
Prorated Course Credit / Stipend

• Neither faculty salary nor course credit to faculty load are prorated based on a certain enrollment (n = 10)

• Over-enrolled courses
  • Some large-enrollment classes are counted as two courses (n = 2)
  • No extra pay for over-enrolled course (n = 3)

• Under-enrolled courses
  • Courses typically cancelled if enrollment is less than 6 or 8, but pay is not prorated (n = 3)*
  • Pay is prorated under a certain threshold (n = 1)

* “Courses of <6 are usually cancelled unless it is ALREADY an alternate year course and is required for a major”
Additional Survey Comments

• "I know how hard it is to hire faculty and retain them with a 4/4 teaching load. I can't imagine going to 5/5. Only community colleges, in my experience, teach at that level - and that is with NO research expectations."

• “Most L Arts schools are having financial issues, but in my opinion, making the workload harder for the many is less successful than scaling back low enrollment programs for the few or tightening up administration number creep. It is the students who suffer along with the faculty and with less individualized student attention, attrition usually goes up, and there is no savings in the long-run.... History doesn't support reducing student attention. That FACULTY service is why students go to a LA institution.”
Literature Survey on Faculty Workload

• University faculty work on average between 52-57 hours per week
  • The average workweek for a typical US full-time worker in 2010 was 37.5 hours (Benedict, 2014)
  • Faculty work consists of 56% teaching, 16% research, 28% administrative and other activities (Jordan, 1994)

• Average total classroom credit hours varies with institution type (Townsend & Roser, 2007)
  • Comprehensive institutions = 9.95
  • Liberal Arts institutions = 10.5
  • Two-year institutions = 12.7
Literature Survey on Faculty Workload

- Average time dedicated to research varies with institution type (Clausen, 1996)
  - 10% for four-year institutions where teaching loads are typically 9-12 hours a week
  - 3% for a community college

- Ohio public universities developed formal workload policies to represent all aspects of faculty workload: teaching, research, service (Benedict, 2014)
  - Ohio University and Cleveland State University begin with a 12-hour load per semester, but take into account advising, research administrative duties, etc. and count these responsibilities towards their 12-hour load
References


