

1 **Part B. Faculty Workload Policy.**

2 **FAC 7.B.1. Faculty Workload.**

3 The workload of University of Wisconsin Oshkosh tenured and tenure track faculty includes expected ac-
4 tivities in each of the following areas:

5 (1) Teaching.

6 In accordance with the UW Oshkosh mission statement, the primary responsibility of faculty is
7 teaching. The teaching load for faculty with a typical full time instructional assignment is 24 stan-
8 dard college hours per academic year, although portions of this load may be reassigned to ac-
9 commodate other duties associated with such activities as additional research, unusual modes of
10 instruction, clinical or thesis supervision, graduate teaching, program administration, etc. This
11 load may be distributed in any fashion acceptable under our academic calendar system.

12 (2) Professional Growth.

13 Faculty are expected to remain current and productive in their areas of expertise. Appropriate ac-
14 tivities (listed as examples) include research, publication, creative and artistic endeavors, grant
15 related activity, and attendance and participation at professional conferences.

16 (3) Service.

17 Faculty are expected to provide service to their department, college, university, community, and
18 professional organizations. Appropriate activities (listed as examples) include committee work;
19 talks to professional, student, or community groups; conducting seminars and workshops (includ-
20 ing outreach); service to student organizations; and providing professional expertise to university
21 and community.

22 **FAC 7.B.2. Workload Determination.**

23 Faculty workload assignments are typically made at the departmental level according to policies and pro-
24 cedures specified in department and college bylaws. The Department Chair and Dean are responsible for
25 the approval of workloads. Each college or equivalent unit is required to develop a policy for review and
26 approval of assigned workloads. Such policies must be approved by the appropriate college governance
27 group, Dean, Provost, and Chancellor. Such policies must include a statement of where assigned work-
28 loads originate, who is responsible for their approval, and the rationale or criteria to be applied in approv-
29 ing workload reassignments. The policy must include a provision for the collection of descriptive informa-
30 tion on workloads which will be periodically reported to the Provost in summary form.

31 **FAC 7.B.3. Performance Expectations.**

32 Performance in each of these areas is continuously evaluated for renewal and tenure decisions, and merit
33 based salary adjustments. All such evaluations begin with faculty submission of summaries of accom-
34 plishments in each area. Depending upon the purpose of the evaluation either department or college
35 guidelines, consistent with university policy, will define the activities covered. These submissions are typi-
36 cally evaluated by peers and/or supervisors at the departmental level, and then forwarded through the
37 Dean to the Provost and Chancellor. Additional evaluation may be required by the policy for the review of
38 the performance of tenured faculty.