

Dear CLA Faculty:

I sent a note to all CLA faculty on October 26 soliciting your input on a process around establishing a college-wide faculty workload policy. You were asked to provide that input to your school directors by Dec 4. The feedback varied widely across the college. It included a range of input from both individuals and groups, including a letter that many of you signed that I received by email from Kathleen Stanley on Dec 2.

My take-away from the feedback around the draft policy so far is that the process is doing just what it should: it's giving us lots of information about appropriate next steps. The College goal has always been to receive faculty input as a critical part of this process, with your school directors acting as a conduit for batching up the range of responses so that we have guidance on how to proceed.

To inform the process going forward, I'll summarize the major areas around which your input has clustered so far.

1. Looking after the interests, some complementary, some competing, of different areas and groups in CLA—i.e. instructors, grant- and research-active faculty, graduate programs, creative and artistic disciplines, schools in high student-demand growth modes.
2. Lack of clarity around the conditions that can alter a “normal load.”
3. The need to better address 3- and 4-credit offerings, especially in light of the fact that instructors teach more 3-credit courses proportionally than tenure-track faculty.
4. The need for the process to have up-to-date data and full representation of all ranks.
5. How to assure load equity in ranks, in schools, and across the college.

From this input, we're moving forward. Everyone agrees that continuing to include faculty in the process of finalizing the policy is essential. To do so, we will be asking faculty for nominations of an instructor and a tenure-track faculty member from each School to work as School representatives with our directors on a committee to finalize the policy. More details around that will be forthcoming. As the policy group moves forward, there will be a concerted effort to supply both up-to-date data alongside any new information and support that will inform decision making.

I've always recognized CLA faculty as an engaged group and appreciate the depth of thinking that has gone into this important issue, even as there are and will remain differences of perspective and opinion across the college. Let's keep working on it together.

Warm Regards,
Larry

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