

College of Liberal Arts Policies on Reassignment of Time for Research
Academic year 09-10 and Beyond

During the Spring of 2009, I appointed an ad-hoc committee of department chairs to make recommendations on the reassignment of time for research for tenure-stream faculty in the College. The committee [Ann Blum, Hispanic Studies; Antonio Carrara, Modern Languages; Judith Goleman, English; Susan Gore, Sociology; Margaret Hart, Art; Roberta Wollons, History] provided a thoughtful report on the issues of course release policies in the College and made a series of recommendations for both the short and long term. Based on discussions with the committee, the CLA chairs' group and the CLA Senate, I will be implementing the following policies in the 2009-2010 academic year.

Junior faculty recruited during the 2009-2010 academic year will be given a minimum of four research units on hire. For these faculty, this initial grant of research units, to be used as agreed upon by the faculty member and his/her chair, will supersede the current practice of granting two releases upon hire and a release after a successful fourth year review.

The pool of research units distributed through the Dean's Research Fund will be increased from the current 15 to 30. Research units will be distributed based on application, as is presently the case. The distribution of the Dean's pool will reflect a 35/65 split.¹ A minimum of 35 percent will be available for pre-tenured faculty, and 65 percent will be available for tenured faculty.

Faculty hired under the new four-research unit arrangement described above will not be eligible for research units from the Dean's Research Pool until they have used their initial allocation.

Faculty will continue to be able to buy themselves out for research with grants as under the current policies.

These policies cover research units only, and there are no current changes in the policies governing course releases for service, administrative work or CIT.

¹ This reflects the demographic split in the College as of Fall 2009.

Future Considerations

The ad-hoc committee raised the issue of credit for graduate teaching. In Fall 2009, I will appoint an ad-hoc committee of faculty, GPDs and chairs involved in graduate programs to examine this issue in detail.

CLA will need to make progress toward a 2+2 load gradually, as reductions in the teaching load have considerable financial consequences. The Committee has suggested in the medium term that we begin a policy of giving faculty a 3+2 load every other year. This might be followed by a 3+2 load every year, and then the 2+2 load every year. Depending on the budgetary situation, I would like to begin the medium term phase in 2010-2011. This may require modification of some of the policies listed above.

The matter of administrative releases will need to be reexamined when we are ready to move to a 2+2 load, since administrative releases will need to be recalibrated. This will also provide an occasion to look at whether the administrative releases are distributed in a reasonably equitable way across departments.

Finally, as we get closer to the 2+2 load, the College will need to develop a system of accountability, since the research units that will substitute for the third course each semester must correlate to publication/creative activity.