

Psychology Department Workload and Course Release Policy

The “standard” teaching load in the College of Arts and Sciences (CAS) is 2-2. There is currently some variability across and within departments in actual teaching load. During the 2010-2011 academic year, CAS is expected to establish a formal Faculty Workload Policy. *After that policy is finalized, we will review and update this department policy.*

In the Psychology Department one current category of release is to reward demonstrated research productivity and further enhance it. Occasional releases are available to faculty who are fully active in research and graduate student mentoring. “Fully active” is defined as including both publishing regularly and actively seeking external funding for the research, and performance should be at a level similar to that described in the college tenure and promotion document. Because our ability to generate releases is limited at this point, we have tried to ensure an alternate-year release for untenured faculty first, with tenured faculty having more limited opportunities for release. For both pre-tenure candidates and all fully research-active faculty, the long-term goal is to create equitable faculty workloads within the department and in comparison to other departments.

With the recent institution of a one-semester pre-tenure sabbatical, which is treated as real sabbatical time rather than course release, the optimal timing of releases and this sabbatical for untenured faculty may need to be flexible. However, the general idea is one course release in the first year, one additional release, and a one-semester sabbatical, for anyone making good progress toward tenure *who is going the full five years before tenure review*. Faculty who come up for tenure early will naturally receive fewer of these pre-tenure releases due to the shortened time period and will thereafter receive consideration for releases along with the other tenured faculty (i.e., at a lower priority).

Please note that all research releases are contingent on satisfactory performance in teaching and service, which should also meet a standard similar to that described for these domains in the college tenure and promotion document. It is part of every faculty member’s job to provide quality education to students and to contribute responsibly to the running and development of the department, college, and university at a level appropriate to his/her career stage. An individual’s failure to perform responsibly in these domains not only is a lapse in their job performance but also imposes additional burdens on other faculty that diminishes productivity for those faculty.

The second category of release is for administrative service that is over and above the level normally expected of faculty given the rest of their load. The chair's one release each semester is an example; this release is standard across the college. The Director of Undergraduate Studies in this department is also a very time-consuming position, and typically there is a 1 course release per year for this position. The position of Director of Graduate Studies is also very time-consuming, so there is typically a one course release per year of service.

Updated 6/15/2010