

Historical Timeline (Highlights only) – ISU Faculty Workload Policy

- **February 9, 1987** Letter from John Hutchinson, ISU VP for Academic Affairs, to Idaho Legislator, Mack Niebaur, responding to Mr. Niebaur's letter to President Bowen. Mr. Niebaur expressed concern regarding *faculty workloads and supervision/"quality control" of faculty performance.*
- **Fall 1990** Discussions of faculty workload began with the ISU Graduate Council. During academic year, 1990-1991, a Workload Ad Hoc Committee, chaired by Dean of Graduate Studies, Ed House, was appointed. The charge was to develop a draft workload document by Spring, 1991.
- **Spring 1991** An additional workload draft was developed by Vice President for Academic Affairs, Mike Gallagher.
- **1991-1992** A Faculty Senate Committee was appointed to review/revise the Dr. Gallagher's workload draft. June 1992, a draft of the Faculty Senate's workload policy was sent to the President and Vice Presidents for review.
- **January 26, 1993** A general faculty meeting was held to discuss the draft workload document. The document was sent on January 29th to the full faculty for a vote.
- **February 8, 1993** Faculty approved the workload document, 256 yes, 30 no (90% approval). The workload document was sent to President Bowen for approval, March 1993. The approved workload document stipulated full-time faculty workload as consisting of **"15 units of effort" typically allocated as "nine units" of instruction, "three units" of research, creative work and scholarly activity, and "three units" of service functions.**
- **April 15, 1993** President Bowen received a copy of a letter from Governor Cecil Andrus to Karl Shurtliff, President of the State Board of Education. Governor Andrus expressed his concern regarding lack of information from the institutions on ***"How many hours did professors spend in the classroom, instructing students . . ."*** and ***"How many hours did these individuals make available to students in the form of office hours?"*** Governor Andrus further clarified his concern by stating, ***"I am trying to determine whether professors and other qualified instructors at our institutions are teaching students or spending their time engaged in other activities. I am also interested in learning whether professors are teaching students or whether that critical responsibility has been shifted to other personnel."***
- **November 1993** The final draft of the Faculty Workload document was approved by the Faculty Senate, and included as Appendix E to the Faculty/Staff Handbook.
- **1993-1994** The Colleges/departments were asked to develop more specific workload documents, taking into account the needs of their programs and types of faculty, and conforming to the University-wide workload document.
- **April 2005** The faculty workload policy (Appendix E in the Faculty/Staff Handbook) was revised to address concerns expressed by the Northwest Commission on Colleges and Universities (NWCCU) Evaluation team, regarding workload expectations for additional faculty appointment types other than tenured and tenure-track (i.e., clinical faculty, research faculty, adjunct faculty). The original Appendix E and the subsequent 2005 revision provided clarifying changes but the original definitions of faculty workload approved by faculty vote in 1993 were unchanged (i.e., 15 workload units, typically a 9-3-3 distribution). It was also apparent at the time of the Accreditation Visit in October 2004 that not all colleges and departments had developed more specific workload policies, as directed by President Bowen in 1993.

- **November 2008** A revised faculty workload policy draft, which included further clarification of the expected average workload distribution patterns for faculty with various types of appointments (i.e., tenured/tenure track, clinical, research, lecturers) was forwarded to the Faculty Senate, department chairs, and faculty from the Deans' Council for review and comment. The revisions did not alter the workload expectation of 15 units of effort. The revised policy draft, however, did include more flexibility in allocation of those units of effort among the three categories of faculty work - instruction, research/scholarship, and service - to reflect the increased research focus of the institution and increased expectation of research/scholarly productivity for the core faculty.
- **May 2009** Faculty Senate voted on their proposed edits to the November 2008 draft, and forwarded their revised draft to the Provost and Vice President for Academic Affairs, Gary Olson. The Faculty Senate's draft was reviewed by the Deans' Council, Provost, and President. Some of the Faculty Senate's edits were accepted and some were not. Shared governance means that all constituents have an opportunity to provide input. The final draft of the Faculty Workload Policy was approved by the President, and is now the official faculty workload policy of the University.
- It should be noted that the changes made to the 2005 workload policy (Appendix E of the F/S Handbook) were not substantial and in no way altered the requirement of 15 workload units of effort for all full-time faculty, regardless of type of appointments. The "average" of nine units of instruction for faculty in the aggregate remains; however, for faculty members who are actively engaged in substantial research/creative activity, additional units of effort may be allocated to this activity, with a concomitant reduction in units of effort assigned to instruction and service. This also implies, of course, that faculty who are no longer engaged in substantial research/creative activity may be assigned additional units of effort in instruction to fulfill the 15 units of effort requirement. Faculty are required to document their distribution of the 15 units of effort each semester, and department chairs and deans must sign off on the faculty reports, as a measure of accountability.