

## **The Smeal College of Business Teaching Load Policy**

This teaching load policy aims to satisfy, to the extent feasible, the sometimes conflicting goals of promoting academic excellence, retaining key faculty members, maintaining competitiveness with peer schools, facilitating the efficient deployment of faculty resources under financial constraints, and making the distribution of teaching loads equitable.

The standard course load for Smeal tenured/tenure-track faculty members is 12-credit hours per year. Some faculty members, based on their productivity and/or tenure clock status, may be assigned less than 12-credit hours, and others, more than 12-credit hours. For faculty who are research productive, i.e., tenured faculty who are consistently making significant contributions to the scholarship of their fields and untenured faculty who are demonstrating successful progress toward tenure, the teaching load will be reduced from the standard load to 9-credit hours by the Dean's Office, based on a recommendation from the Department Chair. The research-productive status of a faculty member will be evaluated at the departmental level, and if necessary, in consultation with the Dean's Office. Reductions in teaching load below 9 credit hours will be approved by the Dean's Office (in consultation with the Department Chair) on a case-by-case basis depending on unique aspects of the faculty member's assignment (e.g., number of preps, endowed chair status, large class sizes, administrative/service loads such as department chair, as well as external service such as key editorships, etc.). Tenured faculty members who have not maintained a research program, and hence are not research productive, can be assigned a teaching load of more than 12 credit hours as determined by the Dean's Office in consultation with the appropriate Department Chair.

Clinical faculty members are expected to have a teaching load of 18 credits and other Fixed-Term I (FT I) faculty a load of 21 credits. Departures from these guidelines must have prior approval from the Dean's Office. Compensated overloads are permitted. When making offers to Clinical and FT I faculty candidates, these teaching loads will serve as the contractual minimums. Departures from these minimums, contractually or in any given academic year, should be determined on a case-by-case basis based on a zero-sum decision criterion (e.g., course development, program directorships, or other assignments sufficient to replace a given number of credits).

Approved by faculty: April 14, 2010