

UW-Milwaukee Faculty Workload Policy

Workload assignments for faculty at the University of Wisconsin-Milwaukee are predicated on the fundamental purpose of the research university, which is the pursuit of knowledge. This effort proceeds along three, intersecting dimensions: (a) the generation of knowledge through cutting-edge research, scholarship, and creative activity, (b) the dissemination of knowledge through teaching and other scholarly activities, and (c) the application of knowledge through service to the regional and local urban communities as well as to national and international constituencies.

Specific workloads are determined on an individual basis in conjunction with each faculty member's Summary of Career Plans and the Department's Mission Statement, which are reviewed as scheduled by the academic dean. In all cases, a full-time load in any semester consists of four units of work, where each unit, in instructional terms, is typically the equivalent of one classroom section of a three-credit group instruction course.

Faculty are expected to make substantial contributions in the areas of research (or scholarship or creative activity) and service as well as in group and individual instruction, though specific emphases, or the particular distribution of effort, may vary from one faculty member to another. Full-time faculty regularly will devote two of the four work-units to group or equivalent instruction. The two remaining work units will be distributed over the three areas so as to make best overall use of the faculty's talents and abilities and to maximize their contributions to the University. In consideration of faculty career plans and the department or college mission, the two remaining units may fall into any of the three areas of research, service, and teaching (inclusive of individual instruction course sections and advising.)

Departments are responsible for implementing their particular workload policies within the context of the department mission and this campus policy. Department policies, and any subsequent revisions, are subject to review and approval by the Dean and will be reported to the University Committee. Written department workload policies will be provided to each faculty member within the department. As in other personnel matters, the department executive committee bears primary responsibility for compliance with the faculty workload policies.

UWM University Committee

Jack Johnson, Chair
Janet Lilly
Stephen Meyer
John Ndon
Erika Sander
Mark Schwartz
Cindy Walker

This Document Rescinds Fac. Doc. 1902 (Faculty Workload Policy)

**Recommendation of the University Committee to revise Faculty Doc
2027 (Faculty Workload Policy)**

RATIONALE:

The proposed changes are in the second sentence of the third paragraph, of the existing document. This sentence reads:

“Nonetheless, it is expected that full-time faculty regularly will devote two of the four work-units to group classroom instruction.”

For the sake of reducing wordiness the proposed changes eliminates “Nonetheless, it is expected that”.

In the same sentence the word “classroom” is deleted and in its place “or equivalent instruction” is inserted. This change will permit departments to count the directing of theses, dissertations and other independent instructional activities as part or whole instructional work units.

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