

BOARD OF REGENTS
BRIEFING PAPER
Community Colleges – Faculty Workload for Upper Division Courses

BACKGROUND & POLICY CONTEXT OF ISSUE:

Current Board policy sets forth the expected teaching workloads at NSHE institutions (*Title 4, Chapter 3, Section 3*). For universities, the expectation is 18 instruction units per academic year or 9 units each semester. For the state college, the expectation is 24 instructional units per academic year or 12 units each semester. For the community colleges, the expectation is 30 instructional units per year or 15 units each semester.

With Board approval, NSHE community colleges now offer a small but growing number of baccalaureate degrees that require faculty to teach upper division level courses, thus creating a differentiated workload (upper and lower division classes) for certain faculty members. The current policy governing faculty workload at the community colleges is based on faculty teaching primarily lower division courses and does not allow for differentiation within workloads. System staff recommends allowing presidents the discretion to approve differentiated workloads as needed to ensure faculty workloads are appropriate based on the courses and level of the courses an individual faculty member is teaching.

SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Amend *Title 4, Chapter 3, Section 3* of the *Handbook* to provide that the president of the community college may approve a differentiated workload of 30 instructional units per year (or 15 units each semester) calculated at 1.25 instructional units per credit for faculty teaching upper division level courses.

IMPETUS (WHY NOW?):

With the existing baccalaureate degrees at NSHE community colleges, presidential discretion to evaluate and approve, if needed, differentiated workloads for the faculty members at community colleges is recommended.

BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- Upper division courses may require additional course preparation, interaction with students, and other activities beyond the one instructional unit – typically equated to a course credit or hour – that is utilized in the expected faculty workloads established in Board policy. Thus, workloads for community college faculty teaching one or more upper division level courses may need to be reduced.
- The proposed policy does not require reduced workloads for any community college faculty. While some upper division courses may result in additional workload, other upper division courses may not require additional preparation or related activities any more than lower division courses. Allowing a president to approve a differentiated workload, as proposed in this policy revision, allows the president to evaluate the unique circumstances on each campus, similar to the authorization in current Board policy for instructional workloads to be reduced at the university level for faculty heavily involved in doctoral-level education or research.

POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

None have been presented.

ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

Maintain the current policy governing faculty workload with an expectation of 30 instructional units per academic year or 15 units per semester for community college faculty.

COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title # _____ Chapter # _____ Section # _____
 Amends Current Board Policy: Title # 4 Chapter # 3 Section # 3
 Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
 Other: _____
 Fiscal Impact: Yes _____ No _____
Explain: _____

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POLICY PROPOSAL
TITLE 4, CHAPTER 3, SECTION 3
Faculty Workload Policy

Additions appear in *boldface italics*; deletions are [~~stricken~~ and bracketed]

Section 3. Faculty Workload Policy

1. The Board of Regents of the NSHE recognizes the distinct and unique missions of its member institutions, each of which serves the needs of the citizens of the State of Nevada through a combination of quality teaching, scholarly research or creative activity, and service. The way in which these activities are combined to set the individual faculty member's workload depends primarily on the mission of the institution and the constituencies it serves.

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6. In recognition of its commitment to accountability and productivity, the Board of Regents will regularly compile information regarding faculty workloads. To aid in this process, the following expected teaching workloads at NSHE institutions shall be established:

- a. At the universities, an expectation of 18 instructional units per academic year, or 9 units each semester. For faculty heavily involved in doctoral-level education or research, the expected instructional workload may be reduced as required by an equivalent increase in doctoral-level instruction and/or research. Additionally, newly-hired faculty may be given a reduced instructional workload for a limited period of time in order to establish a research program.
- b. At the state college, an expectation of 24 instructional units per academic year, or 12 units each semester.
- c. At the community colleges, an expectation of 30 instructional units per academic year, or 15 units per semester. *For faculty teaching upper division level courses, the president of the community college may approve a differentiated workload calculated at 1.25 instructional units per credit.*
- d. As it applies to a, b, and c, reassignments from the expected instructional load as well as course overloads must be approved in advance by the appropriate vice president or president.
- e. The aforementioned expectations do not apply to the instructional faculty of the University of Nevada School of Medicine, the UNLV School of Dental Medicine, and the William S. Boyd School of Law.

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