

Task Force on Faculty Workload
9 March 2004
Update to UPAC

The Task Force on Faculty Workload has met three times. Thus far the meetings have focused on the two main objectives of the Task Force charge: 1) to understand the status of workload studies on campus, and in particular, VSU's participation in the Delaware Study; and 2) to identify strategies and actions needed to improve the workload conditions among faculty.

Regarding faculty workload studies we learned that VSU's participation in the Delaware Study is in the second year of data collection and that such participation gathers information on teaching workload only. Results of the first year of participation are being reported to Colleges, Divisions, and Departments through presentations made by Dr. Paul Fadil (COB and former Administrative Intern charged with producing a study of faculty workload), and Dr. Ruth Salter, Acting Director of the Office of Institutional Research. The College of Education has agreed to pilot data collection on service and research aspects of faculty workload as part of an expected expansion of the Delaware Study. Methodological concerns are dominating the discussion about what Delaware Study results actually mean and there is much more work to be done before decision-making would be appropriately driven by Delaware Study data.

The COE has conducted a study of faculty workload, AAUP produced survey results on faculty workload, and VSU has participated in a NAES study of "faculty satisfaction" that also addressed aspects of faculty workload. The Task Force will examine findings from each of the studies in its future meetings.

The Task Force is working on several recommendations. One recommendation is for Faculty Senate to pursue a thorough revision of the Faculty Handbook. Another is for VSU Faculty and Administrators to develop a structure that will produce unit-level (sub-discipline, department, etc.) endorsed workload norms and measures that can be plugged into a BANNER system program to assist faculty, department heads, deans, and the VP-AA in understanding workload from the bottom up.

The Task Force believes that data from the macro-level such as the Delaware Study and data from the micro-level such as faculty generated norms and measures provide a practical approach to addressing faculty workload concerns. The Task Force will continue meeting in March and early April. Members of the Task Force on Faculty Workload include Chet Ballard, chairperson (COAS/AAUP), Shirley Andrews (COE), David Morris (COA), Rich Vodde (SWK), Bruce Caster (COB), Donna Sewell (COAS), and David Boyd (COAS/Faculty Senate), with Ruth Salter (Institutional Research) and Paul Fadil (COB) Ex-Officio Members.

Submitted by Chet Ballard with thanks to Ruth Salter in reporting to UPAC in my absence. I am attending a workshop sponsored by the Georgia Leadership Institute in Stone Mountain, GA Mar. 8-10.