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M E M O R A N D U M

To: Harold Doty, Dean
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From: George Carter, Chair
Subj: Teaching Loads
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With reference to Dr. Exline's "Faculty Teaching Load Policy, Draft #3, 3/6/05 (sic)," I have the following comments:

(1) Purpose: I assume the word, "tenure" is meant to be "tenured".

(2) Policy: The second bullet: "Tenure track faculty must be assigned to the research track." and "Teaching Track: Tenured faculty approved for the teaching track must teach four classes (16 credit hours) per semester for fall and spring semesters." are internally inconsistent unless "tenure track" applies only to tenure probationary faculty. In my vocabulary, "tenure track" applies to both tenure probationary and tenured faculty.

(3) Policy: The second bullet, Research Track: The sentence, "When a faculty member is awarded external grant funds for research, adjustments will be made in teaching responsibilities proportional to the level of funding received." is a problem for implementation.

An open-ended "proportion" statement will inevitably end up meaning different proportions between departments and different proportions between faculty members within departments. I recommend that "adjustments will be made in teaching responsibilities proportional to the level of funding received," become "adjustments will be made in teaching responsibilities as agreed in grant proposals." Otherwise, faculty members will demand course release for each \$5,000 grant received, and the department heads will have serious administrative problems.

(4) Policy: The last bullet: "Department chairs may elect to release faculty members from teaching for administrative duties, to develop a research proposal, or to work on a major service project with approval of the dean and provost." is too restrictive. The sentence should be, "Department chairs may elect to release faculty members from teaching duties for any of a variety of other professional responsibilities with the approval of the dean and provost."

(5) Overall comments:

- (a) The basic gist of this policy deviates little from the current policy, to wit: “IHL requires a 12-hour teaching load every semester. Explicit course release will be made each semester from that 12-hour load with the approval of the dean. Examples of course release are: academically qualified (one course release), professionally qualified (one course release), center director (one course release), department chair (one course release), etc.” (The quotes indicate my paraphrase and understanding of this policy.)
- (b) I have serious reservations with the “Teaching Track” defined for tenured faculty members. A legitimate faculty member has teaching, research, and service responsibilities throughout his/her academic career. We cannot let a faculty member relinquish his/her research after gaining tenure. That process invites abuse!

For example, we quickly get into a \$100,000 finance professor teaching four courses (essentially 12 hours of work per week when the notes are yellow and the tests are multiple-choice). That is a part-time job (only third-time) and an insult to the concept of a university faculty member. Just for information, 12 hours/week x 30 weeks/year = 360 hours/year. At 12 hours per week, a nine-month faculty member would teach 360 hours per year. \$100,000/year divided by 360 hours/year = \$278/hour. There are 2080 hours in a work-year (40 hours/week x 52 weeks/year = \$2080 hours/year). \$278/hour is earning at the annual rate of \$278/hour x 2080 hours/year = \$578,240/year. Not a bad part-time job! Particularly so since community colleges require at least five courses per semester for the teaching track.

Despite the example above on how tenured “Teaching Track” faculty members have great incentive to abuse the faculty responsibility, my real reservation has to do with what a university faculty member is. Our department considers a university faculty member as one who has established him/herself in a literature and maintains him/herself there over his/her career. To not be an active member of a professional literature is to not be a university faculty member, pure and simple. Rather, than let a non-publishing faculty member off the hook by creating a Teaching Track, the University should regard annual evaluations as serious post-tenure reviews and terminate those faculty members who decide not be part of their chosen profession (as indicated by their being an active part of a professional literature).

In my judgment, the tenor of this policy is a K-12 tenor. The administrator policy clearly illustrates this tenor: the Tenure Track possibility makes it alright for a faculty member to not do research (one course per semester is the opportunity cost value of research!), but even administrators have to teach!