

Faculty Affairs Committee Report
Report on Instructional Overload Assignments.
December 6, 2012

Overview of the Issue:

The Faculty Affairs committee surveyed the faculty concerning instructional overload practices during the past academic year. The committee has found that more than half the faculty report teaching instructional overloads without compensation. While faculty did not generally report being pressured to teach without compensation, the practice is a clear violation of the spirit of Academic Policy Statement 810701: Instructional Overload Assignment.

The attached report details the specifics of our findings. The committee is particularly concerned to learn that among Assistant Professors who were assigned an instructional overload, 75% did so without compensation. Moreover, in the two colleges that had the highest proportion of faculty teaching instructional overloads (COS and CFAMC), fully 75% of these faculty reported teaching overloads without compensation.

Recommendation:

The Faculty Affairs committee seeks an end to the practice of assigning faculty uncompensated instructional overloads for all but the rarest of circumstances. In such circumstances, only tenured faculty, who by virtue of their employment contracts are generally immune to undue pressure, should be asked or permitted to accept an uncompensated overload.