



THE UNIVERSITY
OF ARIZONA

Faculty Workload

September 9, 2024

Faculty Senate Meeting

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THE UNIVERSITY OF ARIZONA

We respectfully acknowledge the University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally recognized tribes, with Tucson being home to the O'odham and the Yaqui. Committed to diversity and inclusion, the University strives to build sustainable relationships with sovereign Native Nations and Indigenous communities through education offerings, partnerships, and community service.

Faculty Workload Distribution & Evaluation

- Teaching
 - Research/Scholarship/Creative Activity
 - Service
 - Clinical Service
 - Administrative Service
 - Extension
 - Other Professional Activities
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- Faculty Workload Distribution is given in percentages and must add to 100%
 - Faculty Workload Distribution is used to guide Annual Review Evaluation and Promotion/Tenure Evaluation
 - Automatically imported from UAccess to Faculty Portfolio

Updates

- 2021 - September [Preliminary Examination into Faculty Workload](#)
 - Total number of faculty have increased in the past 10 years by 23%, but FTE only increased by 14%.
 - Student enrollment has increased steadily, and Student Credit Hours (SCH) have increased steadily.
 - Multi-year contract career-track faculty teach the highest rates of SCH.
- 2021-2024 NewHeads Training on Faculty Workload and Equity
 - [Equity-Minded Faculty Workloads](#), O'Meara et al., 2021)
- 2022 – July [Workload Distribution Tool](#) in UAccess – data entered by October 2022
- 2023 - Fall [Faculty Workload Report](#)
- 2024- Goal – Workload Guidance at College Level

2023 Report: Faculty Average Workload by Track

- Tenure-track
 - 46% research, 35% teaching, 17% service, 2% admin
- Career-track
 - Professor of Practice Series- 68% teaching
 - Lecture Series- 83% teaching
 - Instructors – 69% teaching
- Continuing-track
 - 62% for other professional activities, 23% research
- Workload varies by college by track

Defining Workload

- General workload definitions are provided at the university level
 - See University Dossier Templates for CV and Teaching Portfolio (Mentor Matrix)
- Workload descriptions **WILL VARY BY TRACK**
- Colleges and departments provide workload guidance by track
- Colleges and departments provide general descriptions of what counts in all areas of workload by track

Service

- All Tracks: Levels of Service – department, college, university (e.g., Faculty Senate)
- Tenure-track and Continuing-track
 - National/International service (e.g., Peer Reviews for Publications/Grants, Service with National Professional Organizations)
- Promotion and Tenure Review – Section 7: Leadership, Extension, Service or Innovation

THANK YOU!!

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