

WORKLOAD POLICY FOR THE BLACK AMERICAN STUDIES PROGRAM

1. The workload policy of the Black American Studies Program reflects its unique and anomalous position as an academic unit. Its faculty members (with lines in the unit) are primarily responsible for teaching the core courses in the Black American Studies minor. However, they also function as integral members of departments with graduate programs where they have taught graduate-level courses and served on dissertation committees at both the doctoral and master's level. The typical administered teaching load for tenured and tenure-track faculty members in the BAMS program is six credit contact hours in one semester and six credit contact hours in the other semester. The determination of faculty credit contact hours is spelled out in the signed Collective Bargaining Agreement (July 1, 2002-June 30, 2005). Each faculty member is also expected to keep a minimum of three office hours per week. Teaching activities will typically constitute 50 percent of a tenured or tenure-track faculty member's standard workload over the course of the academic year.
2. Original scholarship that enhances high quality undergraduate teaching is a significant component of faculty workload. Publication and presentation of this scholarship in professional journals, monographs, and books and at conferences and meetings is an important component of research activity and constitute evidence of fulfillment of this area of the workload. Research activities will typically constitute 30 percent of a faculty member's standard workload.
3. The program views service to the University (at the program, college and university levels) and to local, regional, national and international communities and groups as an important component of the workload. Indeed, BAMS faculty members are highly sought after members of university communities for the diversity that they bring and BAMS faculty members perform important mentoring services to students and members of the wider community alike. Service activities for BAMS faculty will typically constitute 20 percent of standard workload.
4. In accordance with the University of Delaware Faculty Handbook, Section III, F.4, all faculty members have the option to request that their summer research efforts be included in their individual work plan. If the summer option is requested and approved by the director, the research portion of the workload may be increased and the teaching and service appropriately addressed.
5. Any modification of the workload policy must be approved by a majority vote of the faculty in accord with the Black American Studies Program bylaws, the Dean, the AAUP and the Provost.
6. The workload policy will be provided to prospective new faculty members when an offer of appointment is made.

Approved by faculty members on 02/02/05