

Academic Senate Retreat
20 August 2019

Table Discussion Summary
Managing Faculty Time: 'Where's My 36 Hour Day?'

Because there are not 36 hours in a day, faculty have had to identify areas that must be done and those which have to be placed on a lower level of priority. Teaching students and managing programs are and should be the primary focus of faculty.

The discussions began with an identification of what items are not completed or done effectively when faculty members are understaffed and overloaded. The increasing reliance on adjunct faculty has increased service responsibilities for the remaining tenure-track faculty. Common items included: research, scholarship, professional development, meaningful feedback for students in grading assignments, advising, course revisions, campus committees and assessment.

The sabbaticals offered to tenure-track faculty are valuable and should be encouraged more for faculty.

A research fellowship which encouraged research and an end article/paper has happened in the past and been helpful to other faculty. This worked primarily because of release time given from other responsibilities. Public forums and support of these types of activities at a university level may help increase the incentive to do more of that.

In some cases the research and professional development are required as part of the outside accreditation requirements. But posters and presentations are being done instead of the time for full research articles.

For advising (this also fits into another group), one faculty member made a Blackboard course shell with videos answering common questions about requirements and path. This allowed her to free up more time for students who required greater advising assistance.

Submitted by Melinda Isler