



Policy Title: Distribution of Teaching, Research, and Service

Parent Policy	None
Policy Administrator	Provost
Approving Body	Executive Leadership Team
Approval History	Below is an update to the Faculty Employment Policy (2010)'s Hiring Policy based on the Teaching, Research, Service (TRS) Framework Agreement (adopted by the Faculty Association 2016-12-06)

Purpose:

The objectives of this policy are to define a clear and flexible Teaching, Research, and Service (TRS) framework that:

- Provides for an individual faculty member's mix of TRS;
- Acknowledges and supports diverse disciplinary contexts;
- Recognizes individual faculty giftedness and individual career goals;
- Is informed by the tuition driven institutional financial model; and
- Values and rewards teaching, research, and service.

Scope of this Policy:

Sessional faculty (SE); Tenure-track, and Tenured faculty (TT/TF)

Policy Statement:

The TRS Framework uses teaching as the basic metric for defining an equivalency of workload for each of teaching, research, and service. A typical three semester hour course is assigned ten Workload Points (WLPs) which represents approximately 10% of annual workload. An annual faculty contract totaling 100 WLPs is paid at 100% of the Faculty Salary Grid.

Tenure-track/Tenured Faculty:

TT/TF, in consultation with their Dean, agree to a mix of TRS on the following basis:

- **Teaching:** minimum 50 WLPs, unless:
 - Externally funded research grant allows for funding of teaching replacement, or
 - Research WLPs plus Service WLPs > 50 WLPs
- **Research:** minimum 10 WLPs
- **Service:** minimum 10 WLPs Additional notes:
- Teaching:

- In all cases involving externally funded research grants and/or Service WLPs, teaching is not normally lower than a minimum of 20 WLPs
- Overloads: courses voluntarily taught beyond a faculty member's 100 WLPs (e.g., a 60/30/10 faculty member teaching an additional course beyond 60 WLPs) is paid at the part-time rate (unless the course is taught through TWU Extension on a per- student basis).
 - Research WLPs represent a combination of Scholarly Activity and Scholarly Outcomes, with Scholarly Outcomes measured by the average Scholarly Credits received annually on a rolling three-year basis (used as a guideline):
- 40 WLPs ≈ top 15% of Scholarly Credits
- 30 WLPs ≈ upper middle 35% of Scholarly Credits
 - 20 WLPs ≈ lower middle 35% of Scholarly Credits
 - 10 WLPs ≈ bottom 15% of Scholarly Credits

Service WLPs represent a combination of meetings, advising, citizenship, committees, external, and administration. The basic Service requirements (3 WLPs) include a set of meeting and academic events as outlined in the Basic Terms of Employment policy.

Reduced load: If a TT/TF's load drops below 100 WLPs by mutual agreement between the faculty member and the Dean/Provost, the TRS mix will be reduced on a proportionate basis (e.g., if a TT/TF with a 70/20/10 mix drops to a TRS total of 70 WLPs—perhaps as a transition strategy to retirement—the reduced TRS mix would likely be 50/15/5).

Sessional Faculty:

- **Teaching:** from 50 WLPs to 80 WLPs;
- **Research:** 0 WLPs
- **Service:** minimum 3 WLPs, normally not more than 10 WLPs Additional notes:
- Teaching:
 - Overloads: courses voluntarily taught beyond 80 WLPs are paid at the part-time rate (unless the course is taught through TWU Extension on a per-student basis).
- The basic Service requirements (3 WLPs) include a set of meeting and academic events as outlined in the Basic Terms of Employment policy. Additional Service WLPs may be added by mutual agreement between the SF and the Dean.

Definitions:

See the *Faculty Handbook* Glossary of Terms for definitions of the following terms: Scholarly Activity, Scholarly Outcomes, Scholarly Credits

Procedures: None

Child Policies: None

Other Related Policies: PC 2-02 Basic Terms of Faculty Employment