

PHILOSOPHY DEPARTMENT EXPECTATIONS REGARDING TEACHING/RESEARCH

The normal teaching load of the department is four courses a semester. Since, however, this is a doctoral degree granting department the additional advising, testing, and direction of the graduate students in effect reduces the teaching load to three courses per semester.

Faculty members who show consistent activity in research and publication may be granted a five course per year teaching load. The criteria for this type of teaching load are as follows.

1. When annual five course loads become available, the Executive Committee will solicit applications from regular faculty. Five course loads will be awarded on the basis of the merit of a faculty member's application in light of items 2 and 3 below
2. The criteria for receiving the five course teaching load will be based on scholarly productivity. The Executive Committee will take into account not only quantity of material but also quality of material published.
3. As a guideline for awarding or determining continued eligibility for a five course teaching load, the following criterion must be met:

Sustained level of scholarly publication: four-five scholarly articles in print or in press every six years, or the equivalent, such as a book length monograph or some combination of articles together with translations, editing work, etc.
4. Continued eligibility for a five course teaching load will be dependent upon maintenance of scholarly productivity at the level stated in item 3 above. Faculty will be reviewed for continued eligibility every six (6) years.
5. Chairs on annual 3/2 loads are expected to maintain a level of scholarly publication according to the criteria set forth above. When re-certifying a chair or former chair, however, the Executive Committee will give due allowance for the exigencies of the office which may have impeded a person's research and publication activity while chair.

A faculty member will be given the option of suspending his/her annual 3/2 load while serving as chair. The faculty member would resume the annual 3/2 at the end of his/her term as chair. In the meantime, the reduced load would be assigned on an ad hoc basis to other faculty according to normal department procedures.

Given the period of retooling in research and publication which is necessary for faculty after having served as chair, the first year after a chair's last term will not count as part of the re-certification period.

Approved by Philosophy Department April 16, 1999

(APPROVED, FALL 1997 Regarding 4/3 Load for Non-Publishing Faculty)

Since scholarly publication in a Ph.D. granting department is an ordinary responsibility of regular department faculty and because a reduced load is regularly made available to facilitate research and publication, it is reasonable for faculty who give no evidence of publication over an extended period of time either to assume additional teaching responsibilities or to justify why that action is unwarranted. Accordingly, all regular faculty members who have not published a scholarly piece (in press or in print) for the past four years will be assigned an additional section to their normal teaching load in the next academic year. If a faculty member thinks that special circumstances do not warrant the assignment, he or she should request a waiver from the Executive Committee. Reasons for such a request could include (clearly non-exhaustive)

- a) Progress on a book-length project that shows promise of completion.
- b) Evidence of serious but unsuccessful effort to publish.
- c) Time-consuming service that is unusually significant to the interests of the Department and/or the University.
- d) Presentation of scholarly papers to professionally related audiences outside the University.
- e) Development of a new area of expertise of benefit to the department in which several years are required to achieve the competency to publish.

(This procedure exist primarily to achieve a fair distribution of departmental duties and, therefore, will entail no prejudice regarding merit raise considerations when applied)

PHILOSOPHY DEPARTMENT EXPECTATIONS REGARDING SERVICE
(APPROVED FALL 1997)

An essential goal of Jesuit education is to produce men and women for others. Accordingly, the department expects that all faculty will engage in service of some kind to the department, college, university, and profession.

Service expectations for the non-tenured faculty are naturally less than those for the tenured. The former's service may be primarily to the department (e.g., committee work) and college (e.g, student advising). Moreover, tenured faculty are expected to engage in service at the University level and beyond to the profession. All faculty are also encouraged to engage in service to the wider community..

PHILOSOPHY DEPARTMENT EXPECTATIONS WITH REGARD TO WORK LOAD
POLICY
(APPROVED FALL 1997)

All full time faculty are expected to contribute toward the common good of the University by teaching, research, publishing, and various forms of service. The work load within the Department of Philosophy is to be divided as equitably as possible, according to the various needs and capacities of the individual members.

The normal teaching load in the department is six courses per school year. The department has been attempting to move to a five course teaching load as a norm for those actively engaged in research and publication. Such a norm ensures competent teaching, research and publishing at the university level. The department has a doctoral-degree granting program and serves about 2500 undergraduate students each semester. Teachers in the graduate program spend significant amounts of time with students outside the classroom, advising, serving on language examination boards and master's and doctoral comprehensive boards, directing dissertations, and helping students seek employment. Almost all doctoral degree-granting philosophy departments in this country are now requiring either a four or a five course teaching load for the faculty.

Faculty members may apply to the Executive Committee of the department for a reduced load when they have special research projects. All persons with major departmental administrative positions (i.e. chair, assistant chair, director of graduate studies) are given reduced teaching loads to enable them to carry on both their research and teaching as well as their administrative responsibilities.