

**Report on the Faculty and Personnel Affairs Committee Charge S-1905: Normal Teaching Loads**

*Consider Rutgers Strategic Plan, our aspirations as a research university and the demands of our teaching commitment; investigate norms for teaching loads at Rutgers and make recommendations regarding how such norms are implemented and followed in practice. Respond to Senate Executive Committee by March 2021*

**Background:**

The Faculty and Personnel Committee was charged with exploring if a normal teaching load can be defined for the University. The committee interviewed an AAUP representative, met with the Chair and Assistant Chair of the University Senate and with several academic department chairs. The committee also attempted to document what the “normal teaching loads” are at other Big Ten schools.

The committee was not able to document a standard teaching load. Within Rutgers teaching loads vary by school, campus, and department as well a distinctive difference between tenured and non-tenured full time faculty.

**Recommendations:**

1. Continue the ongoing practice of allowing each school and department to define teaching loads
2. Create a data base of teaching loads/ assignments for each school and department

**Considerations:**

Given the diversity of practices within Rutgers and the fact that no standard teaching load has ever been defined for Rutgers faculty, the committee feels this topic should be left at the discretion of the individual schools and departments

The current practice where each school or department sets its own teaching loads appears to be working.

Any defined teaching load would need a list of exceptions to allow for special circumstances – noting that exceptions are currently handled by each school or department.

Consideration must be given to faculty and discretion allowed at the department level for teaching load reduction when conditions related involved in research, to research dictate.

**Conclusion:**

The Faculty and Personnel Committee feels the University should maintain the current practice of allowing each school to define, monitor and control teaching loads for all full time faculty.

**Resolution:**

*Be it resolved:*

1. *After considering charge S1905 to investigate norms for teaching loads and their implementation, the Faculty and Personnel Committee recommends that individual schools and departments are best positioned both to determine and implement teaching loads.*

2. *We recommend no change dictated by the University Senate or the University Administration – in the current decentralized and context-sensitive practice at Rutgers of Deans or Department chairs, as appropriate, working collaboratively with their faculties to set both general expectations about teaching loads and, when necessary, teaching loads for individual faculty members.*
3. *Each school and department should be encouraged to document their policies on teaching loads to maintain transparency.*

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