

## SHP Faculty Workload Policy UNTHSC

### School of Health Professions

The SHP faculty workload policy is based on national education association faculty workload data for health professions, including physical therapy and physician assistant studies.

Faculty in the School of Health Professions who are supported 100% by state appropriated funding are expected to maintain a balance of teaching, research, service, administrative and clinical practice activity each year. In any given year, the balance of these contributions may vary depending on the home department to which they are assigned and other funding and workload arrangements that may be determined by the chair.

For faculty members who receive less than 100% state-appropriated funding or are part-time, the expected loads are proportionally less. The expected teaching load of each faculty member is negotiated annually with the chair and is reflected in the faculty member’s goals and objectives for the coming year. Adjustment to the expected workloads and teaching load of individual faculty may be made by the chair in order to best fulfill the mission of the department and the school.

Teaching load credit for related academic activities also may be granted by the chair.

Each faculty member’s compliance with their expected contributions will be assessed as part of their annual faculty evaluation.

Each chair should regularly evaluate the extent to which the expected teaching, research, service, administrative and clinical practice loads for full and part-time faculty satisfies the missions of the department and the school.

The expected workload of SHP faculty is as follows:

	<u>PT</u>	<u>Hours</u> <sup>1</sup>	<u>Nat’l</u> <sup>2</sup>	<u>PAS</u>	<u>Hours</u> <sup>1</sup>	<u>Nat’l</u> <sup>2</sup>
Teaching:	60%	1104	50.8%	65%	1196	53.3%
Research/ Scholarly:	15%	276	21.3%	5% <sup>3</sup>	92 <sup>3</sup>	5.2%
Publications (articles, book/ book chapters)	5%	92		–	–	
Presentations (poster and platform)	3%	55		–	–	

Grant Activities (funded and unfunded)	2%	37	–	–
Research Design/Data collection	5%	92	–	–

	<u>PT</u>	<u>HOURS</u>	<u>Nat'<sup>1</sup></u>	<u>PAS</u>	<u>HOURS</u>	<u>Nat'<sup>1</sup></u>
Service:	5%	92	11.6%	5%	92	5.8%
Administrative:	10%	184	7%	10%	184	2.3%
Clinical Practice	10%	184	6%	15%	276	9.5%

<sup>1</sup> Total available work hours equals 2080 minus 2 weeks vacation, minus 2 weeks sick leave and minus 2 weeks state holidays annually, for total of 1840 available work hours.

<sup>2</sup> National data for PAS and PT faculty are provided where available.

<sup>3</sup> Regular academic faculty in PAS are not expected to fund portions of their salary from research grants but will have scholarly activity expectations related to their academic roles.