



University &
Community
College System
of Nevada

December 4, 2003

Faculty Workload Task Force

Measuring Faculty Workload –
Sources of Information &
National Approaches

Presented to:

Board of Regents – Ad Hoc Faculty
Workload Task Force

Measuring Faculty Workload

- **What are we looking for?**
 - Reliable and valid source for faculty workload data
 - Information that depicts teaching activities, as well as research and service
 - Comparative data that provides benchmarks of productivity
- Where is the **information located** that we need?
- What **types of results** can be produced?
- **Answer the questions:**
 - Who is teaching what to whom?.....
 - At what level of productivity and cost?

Measuring Faculty Workload

Where does accurate and reliable faculty workload data reside?

- Self-reported, Survey Data
- UCCSN Data Warehouse
- Student Information System (SIS)
 - **Problems** (overload, contact hours, cross listed classes, zero credit recitation/labs, team teaching, instructor of record, reassigned time, individualized instruction, variable credit classes)
 - No relational connection to faculty contracts
- Department Level Information
- Workload Database (combination of SIS and departmental information)

Measuring Faculty Workload

Workload Database

- SIS - course and enrollment information
- Department – detailed course & workload information
- Consistent recoding of data to meet systemwide reporting criteria
- Need to construct a framework for accurately reporting teaching information beginning at the department or program level

The UCCSN does not have a systemwide framework for measuring and describing teaching activity

Measuring Faculty Workload

Workload Measurement Continuum

Self Reported
Survey

Quantitative
Measurement



Question:
how reliable is self reported
teaching workload?

Question:
how do we measure public
service and research?

National Approaches

National Study of Postsecondary Faculty, NCES

- Self-reported information
- Sample of universities and colleges nationwide
- Data collected
 - Mean hours worked per week
 - Teaching, research, administrative, service
 - Aggregated and reported by institutional level, as well as by discipline

National Approaches

National Study of Instructional Cost & Productivity (Delaware Study)

- **Detailed database developed to provide comparative analysis of:**
 - teaching loads & productivity
 - direct cost of instruction
 - externally funded research
 - service productivity
- **More than 300 colleges and universities participate**
 - including entire systems in California, New York, Missouri, Louisiana, and North Carolina
- Provides the ability to assess departmental instructional costs and productivity against institution-wide and national disciplinary benchmarks

Delaware Study

Methodology (categories of information collected)

- Teaching activities are broken out by:
 - **Academic Discipline/Program**
 - **BIOLOGY** (Biochemistry, Botany, Microbiology, Zoology)
 - **Instruction Level**
 - Lower, upper, & graduate
 - **Faculty Classification**
 - Tenure/tenure track, non-tenure, supplemental, teaching assistants
 - **Course Type**
 - Organized/credit vs. Individualized instruction

Delaware Study

Methodology (types of data collected)

Instructional Courseload (by discipline) – Attachment A (p. 19)

- **Faculty FTE** - # of faculty positions (or % of a position) funded for instructional purposes

- **Student Credit Hours** – primary data element collected
 - (Credits) x (# of students enrolled)
 - (3 credit class) x (20 students) = 60 SCH

- **Organized Class Sections**
 - Number of organized/credit sections and individualized instruction sections

Delaware Study

Methodology (types of data collected)

Cost Data (by discipline) – Attachment B (p. 20)

➤ **Direct Expenditures**

- Instruction: salaries, benefits, other than personnel
- Separately budgeted research
- Separately budgeted public service

Delaware Study

Productivity Measures

Student Credit Hours, Organized Class Sections, and FTE Students Taught per Term per FTE Instructional Faculty for Tenured/Tenure-Track Faculty

Biological Sciences

Institution/ Peers	Undergrad SCH	Graduate SCH	Total SCH	Total Sections Taught (OC)	Avg. Student to Fac. Ratio
University of X (fall 2002 avg.)	180	30	260	2.0	15.3
Research I (normative data)	247	22	267	2.5	18.9

Delaware Study

Productivity Measures –

Proportion of Student Credit Hours and Organized Class Sections Taught by Faculty Category within Course Level for Tenured/Tenure-Track Faculty

Biological Sciences

Institution/ Peers	Student Credit Hours		Organized Class Sections		
	% UG Taught by T/TT	% GR Taught by T/TT	% Lab/Dsc Taught by T/TT	% UG Taught by T/TT	% GR Taught by T/TT
Univ. of X (f02 avg.)	50	85	15	49	89
Research I (normative data)	71	94	21	72	94

Delaware Study

Cost Measures –

Instructional Costs, and Research and Public Service Expenditures

Biological Sciences

Institution/ Peers	Direct Instructional Expenditures		Direct Research Expenditures per FFTE	Direct Service Expenditures per FFTE
	per SCH	per SFTE		
Univ. of X (f02 avg.)	\$304	\$8,645	\$149,040	\$897
Research I (normative data)	\$270	\$7,781	\$132,720	\$1,657

Delaware Study

Academic Departments & Disciplines

Biological Sciences

Biochemistry

Botany

Microbiology

Zoology

Delaware Study

Out-of-Classroom Faculty Activities - attachment C (p. 21-22)

- Methodology devised to assess non-classroom activities at the academic discipline level of analysis
- Measurable qualitative variables for benchmarking purposes
- Developed by a nationwide advisory committee made up of faculty, academic administrators, and institutional researchers
- Draft instrument was pilot tested and formally administered in 2002-03 academic year
- Number of:
 - journal articles, book chapters, etc., published
 - external grants, contracts, fellowships awarded
 - leadership positions in professional associations

Delaware Study

Level of Detail - Sample Departmental Teaching Roster (Appendix D p.23)

Name	Rank and Course(s)	# of Organized Sections	Tenure/ Credits	Home Dept./ Course Type	% Load	Students Enrolled	Student Credit Hours
Thomas Jones	Chairperson		Tenured	Sociology			
	SOC 454	1	3	Lecture	50	9	27
	SOC 964	0	3-12	Supervised study	100	1	3
	Total	1				10	30
Mary Smith	Professor		Tenured	Sociology			
	SOC 201-01	1	3	Lecture	100	246	738
	SOC 201-02	1	0	Recitation	100	35	0
	ANT 203	1	3	Lecture	50	50	150
	Total	3				331	888
William Davis	Professor		Tenured	Sociology			
	CSC 311	1	3	Lecture	100	8	24
	crosslisted						
	SOC 311	0	3	Lecture	100	38	114
	crosslisted						
	SOC 327	1	3	Lecture	100	13	39
	SOC 366	0	1-3	Supervised study	100	1	1
	SOC 866	0	1-6	Supervised study	100	1	3
	Total	2				61	181

Delaware Study

Final Note:

- Measures enjoy widespread national acceptance and use.
- Delaware Study is the only data consortium that deals with teaching productivity and expenditure data at the discipline level of analysis (community college study released)
- Participants can define their own peer groups (41 out 50 land grants)
- The data definitions, methodology and data collection tools are regularly reviewed by representatives from participating institutions.
- The Delaware Study is longitudinal, and enables you to track trend data over extended periods of time.
- No charge to participate – project funded by FIPSE grant.

Delaware Study

Recommendations:

- Explore joining the Delaware Study
- Work with campuses to review development of workload database (centered around Delaware Study criteria)
- Return to committee with feasibility and cost estimates



University &
Community
College System
of Nevada

December 4, 2003

Faculty Workload Task Force

Measuring Faculty Workload –
Sources of Information &
National Approaches

Presented to:

Board of Regents – Ad Hoc Faculty
Workload Task Force