

TO: Fort Wayne Senate  
FROM: Faculty Affairs Committee  
DATE: November 10, 1993  
SUBJ: Faculty Roles, Workloads, and Rewards  
DISPOSITION: To the presiding officer for implementation

RESOLVED, That the Fort Wayne Senate approved the Document,  
"Faculty Roles, Workloads, and Rewards."

<u>Approving</u>	<u>Disapproving</u>	<u>Abstaining</u>	<u>Absent</u>	<u>Nonvoting</u>
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NOTE: Questions concerning this document should be addressed to Dick Pacer at Ext. 6296.

Faculty Roles, Workloads, and Rewards

01 IPFW shall practice the following policy on roles, workloads, and rewards:

02       Either after the award of tenure and promotion or five years after the award  
03       of tenure, faculty at the rank of Assistant Professor or above may choose one of two  
04       options. Responsibilities shall be as follows:

05       **Option 1: The equivalent\* of three (3) lecture courses each semester and execution**  
06       **of a research program.**

07       **Option 2: The equivalent\* of four (4) lecture courses each semester.**

08       Annual evaluation criteria for Option 1 Faculty shall include the expectation of teaching  
09       effectiveness as well as demonstrable pursuit of an active research program. Teaching and  
10       progress in research shall be reflected in annual evaluation commentary and salary increments.  
11       Teaching and research effectiveness shall be defined by departments in consultation with deans.  
12       Statements shall be filed with OAA and evaluation shall be based on those statements.

13       Annual evaluation criteria for Option 2 Faculty shall include the expectation of teaching  
14       effectiveness but not pursuit of an active research program. Teaching effectiveness shall be