

### 3-4 load info

--SEC talked on Tuesday, Oct. 31, with Provost about his objections to the Senate's junior faculty development proposals (2 course releases/term during one year or 4 in a single semester, applied for as sabbaticals are). The Provost objected to these proposals b/c they create what he believes to be a set of false circumstances under which junior faculty must do their work—they will have achieved tenure under a set of circumstances different from those which will characterize their post tenure lives. The SEC expressed the Senate's view that junior faculty expend significant amounts of time and energy as they learn to teach at CNU, and this expenditure should be accounted for by making some additional time available to them to expend on their scholarly agendas as they move toward tenure—after having mastered their teaching.

--The Provost then introduced an idea, sent to him via email on Monday, Oct. 30, from a senior faculty member. This faculty member proposed that the university move toward its goal of a 3-4 load for all faculty by 2011 by implementing the 3-4 load for all new probationary faculty entering the university from this point forward. Such a plan would have the advantage of

- a) offering a viable plan—and a beginning in 2007-08—for the 3-4 load;
- b) assisting in the university's recruitment of new faculty, many of which find the 4-4 load to be an insurmountable obstacle in their consideration of CNU;
- c) getting approximately 1/3 of the faculty to a 3-4 load by 2011;
- d) assisting the university in managing the cost of the teaching reduction by staging its implementation.

--The Executive Committee and the Provost then discussed with the following concerns: what would the effect be on retention of recently hired faculty, and what would the effect be on already tenured faculty? As a result of this discussion, the proposal has been modified in the following way:

- a) All faculty are guaranteed a 3-4 load not later than Fall 2011.
- b) All new probationary faculty in 07-08 will receive a 3-4 load in perpetuity; at the same time, 06-07 faculty permanently will be shifted to a 3-4 load. In 08-09, new faculty plus 05-06 faculty included; in 09-10, new faculty plus 04-05 faculty (now in their 6<sup>th</sup> year) will be included. In 10-11, all tenured faculty, part of the tenured faculty, or none of the tenured faculty would be moved to 3-4. In 11-12, all faculty would be moved to 3-4.

This plan moves approximately 2/3 of the faculty to the 3-4 load by 2011.

2007-08	2008-09	2009-10	2010-11	2011-12
3-4 Includes	3-4 Includes	3-4 Includes	3-4 Includes	3-4 Includes
07-08 faculty	08-09 new	09-10 new		ALL FAC
06-07 faculty	07-08 continue	08-09		
	06-07 continue	07-08		
	05-06 new (4 <sup>th</sup> )	06-07		
		05-06		

		04-05 new (6 <sup>th</sup> )		
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--The provost and the president have asked for the Senate's advice on this matter. I'd like to open our debate by having members of the SEC share their views first, then we'll open the floor. My suggestion is that if the Senate thinks these are viable proposals, that publish them to the faculty and consider a "comment period" between now and the end of classes—hosting 3 separate open meetings—one for newly hired faculty (1-3 years), one for untenured faculty hired more than 3 years ago, and one for tenured faculty—and offer them the option of emailing their thoughts to us—separate fora and email will ensure that we get a clear sense of each group's ideas and concerns, upon which we can then make our recommendation.