

# Workload Policies and Assignments

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Women Studies

# Workload Policies and Assignments

- Issues and Criteria
- Politics and Processes
- Always “work in progress”

# Issues and Criteria We Struggle With

- Collective goals but reward system is individualistic and careerist
- Color blind practices in racist institutions
- Long term perspectives and short-term solutions
- Multiple and shifting goals but fixed evaluation criteria

# Collective goals but reward system is individualistic and careerist

- Competitive offers for excellent teacher?
- Productive scholars but toxic group members?
- Curricular needs versus fit with scholarship

# Color blind practices in racist institutions

- Teaching-while-Black
- Community commitments

# Long term perspectives and short-term solutions

- But what have you done for me *this* quarter?
- Curricular needs against publisher's timelines

# Multiple and shifting goals but fixed evaluation criteria

- Funding versus scholarship
- Diversity versus course load

# Politics and Processes

- Shared Information
- Collective/representative decision making
- Administrative adjustments

# Shared Information

- Information needed
  - Workload
  - Effectiveness
  - Needs

# Current Workload

- Classroom teaching
- Advising mentoring
- Diversity efforts

# Effectiveness: Quality of Effort

- Teaching evaluations
- Service quality
- Scholarly productivity
- Collective resources (people, funding)

# Needs: Curricular Priorities

- Course offerings
- Enrollments
- Time-to-degree
- Fit with faculty expertise

# Collective/Representative Decision Making

- People and responsibilities
  - Administrators: Collect and organize information
  - “Faculty”: Review data and make assignments
  - Administrators: Deal with exceptions; make transparent

# Administrative Adjustments

- Accountability: Review by those we serve
  - The department (including students)
  - Higher administration

# Process not Perfection

- Evolving efficiency—manage the margins
- New people means revisiting commitments