Review of Faculty Workload & Compensation

TCC Board of Trustees Workshop
May 18, 2016

Workshop Background

- Discovered variations in accountability for faculty reassignments
- Inconsistencies in allocation of reassignments within and across academic divisions
- Improvements are needed in the process to review and administer equitably

Workshop Purpose

Address the following questions:

- What are the names of faculty, the number of courses they teach, the number of contact hours assigned, amount release time granted, and their teaching loads and compensation?
- What is required according to state statute?

Workshop Purpose

- What are other Florida colleges' policies related to faculty teaching load?
- What are the reassigned responsibilities performed by faculty at TCC?

Florida Statute 1012.82

- "Each full-time member of the teaching faculty at any Florida College System institution... shall teach a **minimum of 15 classroom contact hours** per week."
- "The required classroom contact hours per week may be reduced upon approval of the president."

Source: https://www.flsenate.gov/Laws/Statutes/2011/1012.82

Faculty Workload in Policy

- 05-04: Faculty Hours of Work
- 05-08: Reassigned Time
- 05-09: Teaching Load

TCC Policy 05-04

Faculty Hours of Work

- "[Faculty members'] assignments require **forty (40) or more hours** of professional services to the College each week."
- "A faculty member must provide for a total time of **at least twenty-five (25) hours** in an instructional capacity, that is, available to students in the classroom and through office hours..."

Source: https://presentations.tcc.fl.edu/BOT/BOTPages/05-04.aspx

TCC Policy 05-09

Teaching Load

- "A full-time teaching load at the College is based on **class size**, the **number of preparations**, and the **total student contact hours**."
- "The teaching load formula is derived in the following manner: contact hours for each course taught times the number of students enrolled in assigned sections, scaled to account for number of different preparations."

Source: https://presentations.tcc.fl.edu/BOT/BOTPages/05-09.aspx

Faculty Workload Policies

- Across the System, colleges adopted different policies and methods for determining teaching load, such as:
  - 15 contact hour minimum
  - Point systems
  - Discipline-specific approach
  - Formula
- TCC is the **only** college in Florida to use a formula in establishing load

TCC Teaching Load Formula

- Class size
- Number of preparations
- Total student contact hours

Source: https://presentations.tcc.fl.edu/BOT/BOTPages/05-09.aspx

TCC Teaching Load Formula

Number of Preps	Number of Student Contact Hours (SCH)
1	450 - 550
2	375 - 450
3	300 - 375
4	250 - 300

Example

Course	Contact Hours	Enrollment	SCH
MAT 1033	3	35	105
MAT 1033	3	37	111
MAC 1105	3	32	96
MAC 1105	3	38	114
Total	12	142	**426**

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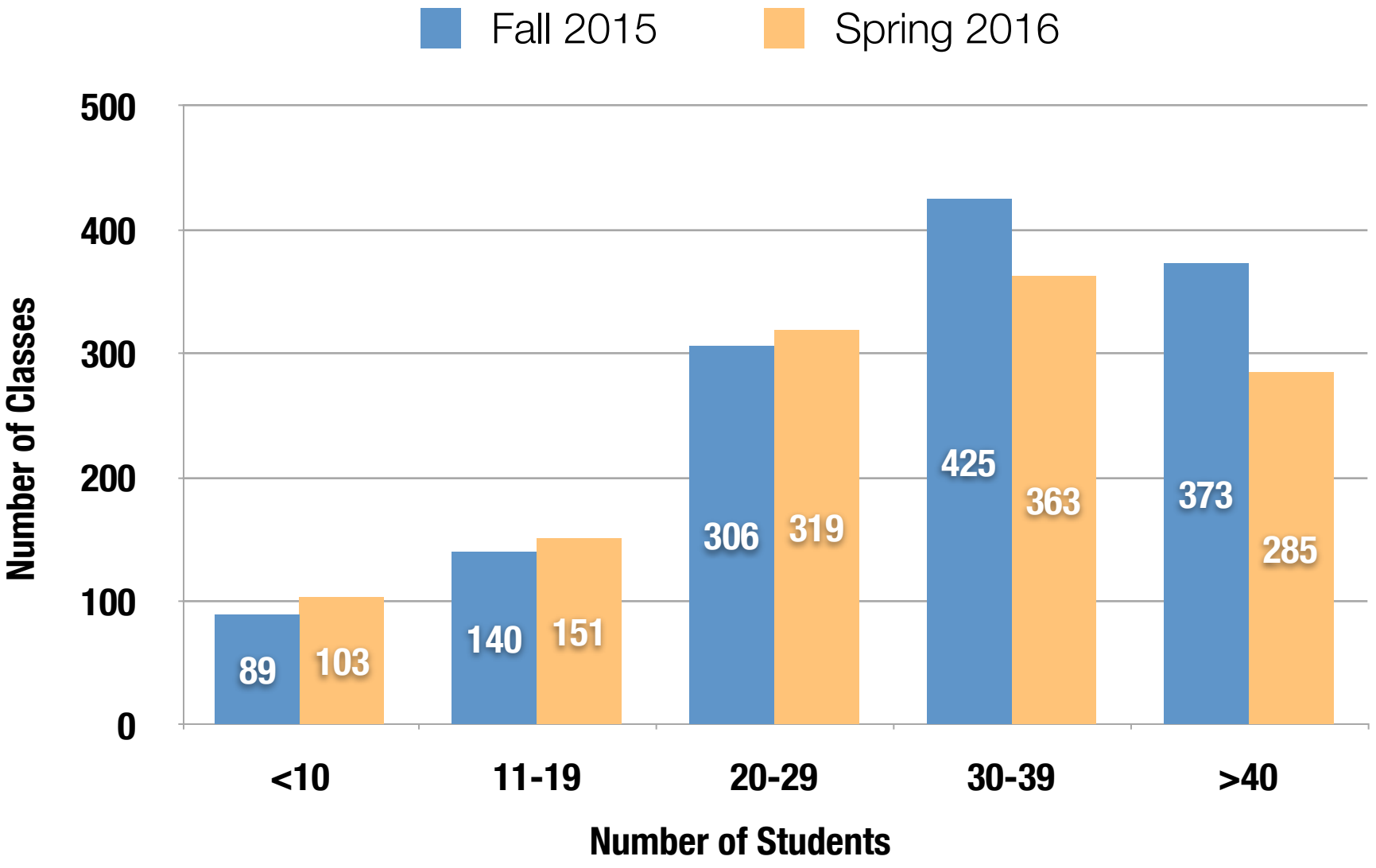
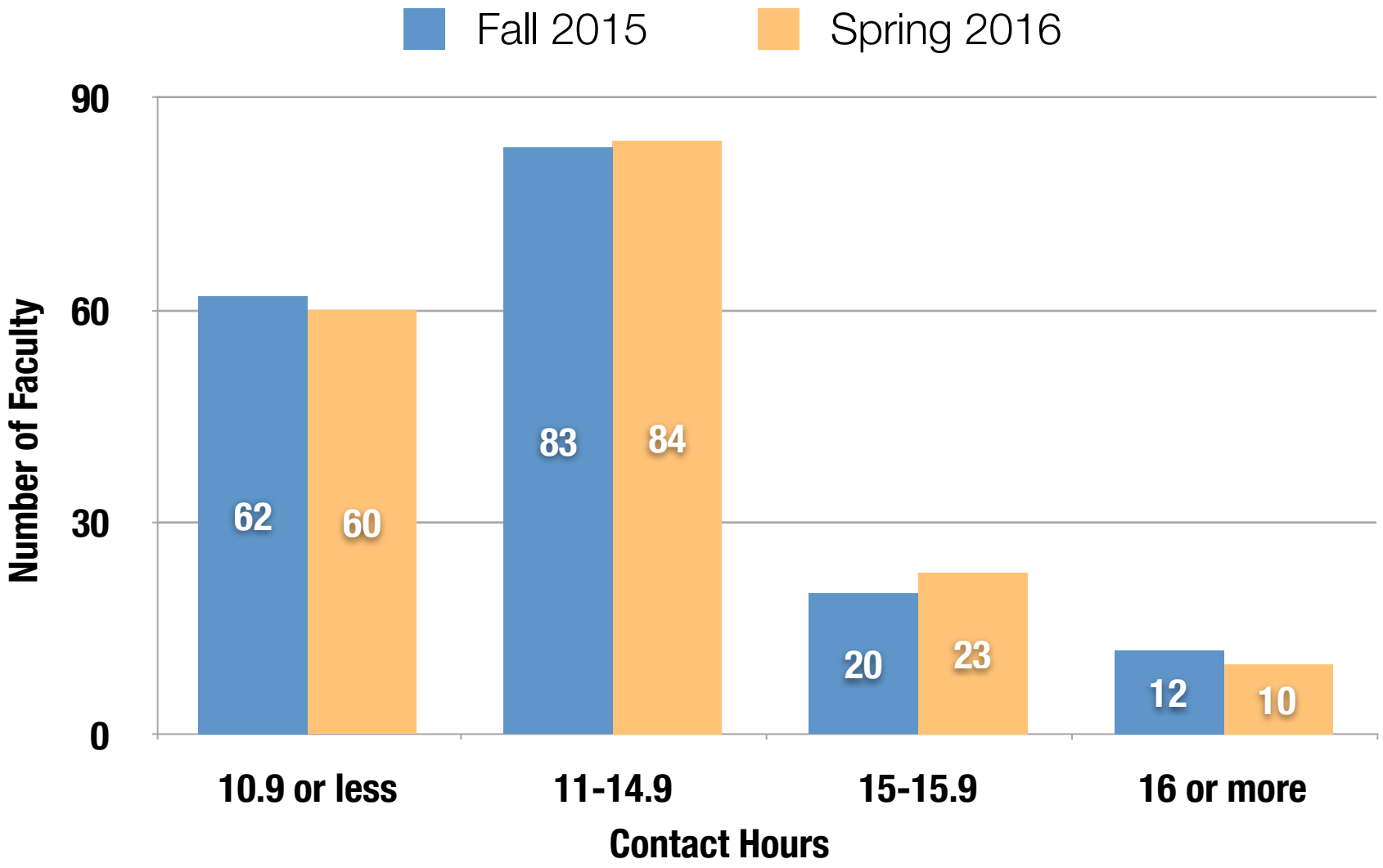
Class Size



Source: TCC Office of Institutional Effectiveness

Contact Hours for Faculty



Source: TCC Office of Institutional Effectiveness

TCC Policy 05-08

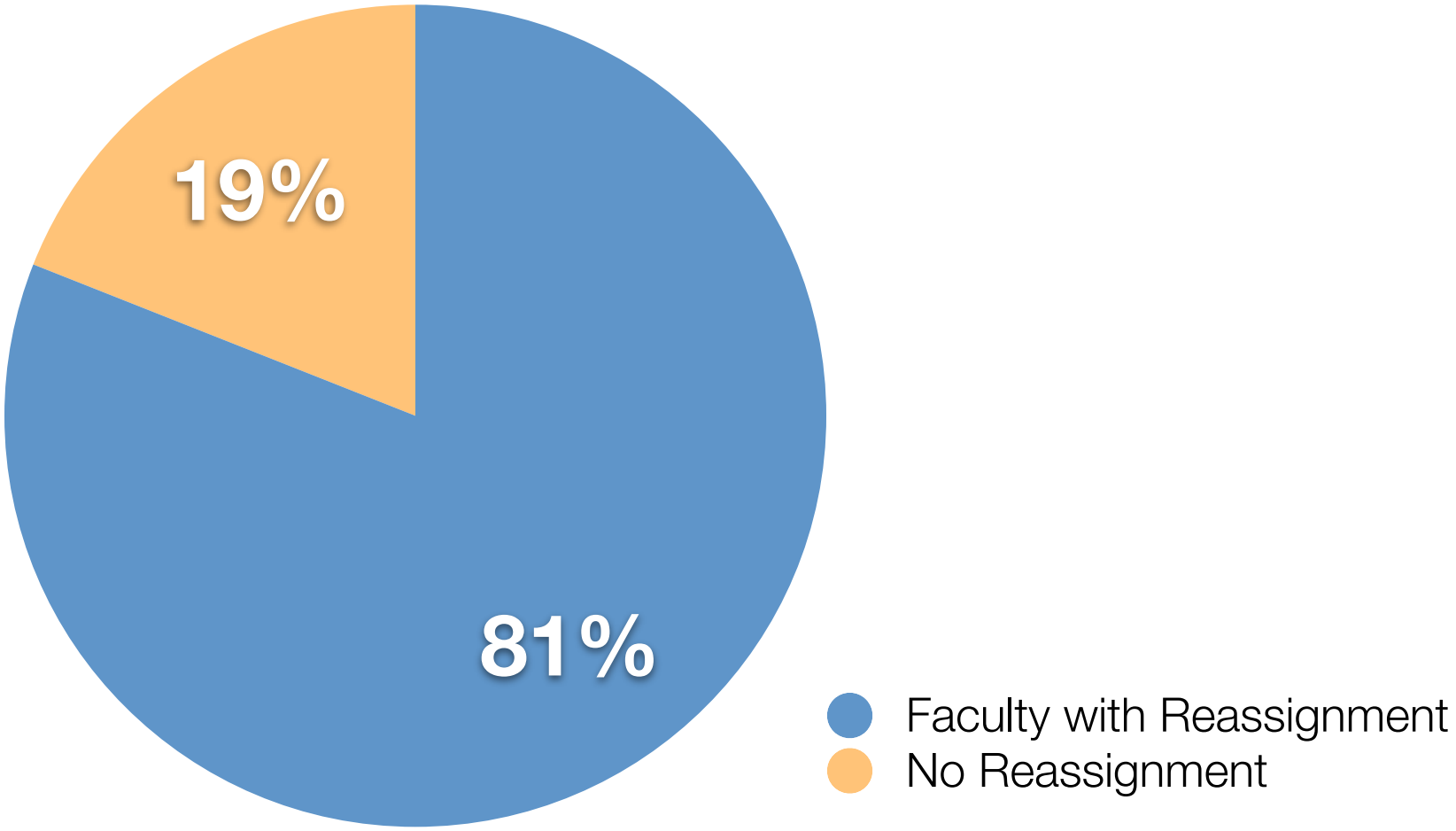
Reassigned Time

- "...the College may reassign a faculty member to a non-instructional assignment for service that benefits the College."
- Reassignments made on an annual basis
- Annual written reports submitted through the appropriate dean
- Faculty member expected to accomplish all of the objectives...

Source: https://presentations.tcc.fl.edu/BOT/BOTPages/05-08.aspx

TCC Faculty Reassignments

Fall 2015



Source: TCC Office of Institutional Effectiveness

Reassignment Activity

Faculty Reassignment Activity for Spring 2016 by Type

Program chair/Lead faculty (29)

Learning Commons (26)

Coordination of student programs such as Talon, Eyrie, Model UN (13)

Curriculum development and revision of program or courses (9)

Center for Professional Enrichment coordination and activities (3)

Faculty Senate Chair (2)

Accreditation (2)

Quality Enhancement Plan Coordinator (1)

Source: TCC Division of Academic Affairs

Reassignment Activity

Faculty Reassignment Activity for Spring 2016 by Type

Course coordination (54)

Mentoring adjuncts (25)

Serving on departmental and college-wide committees (21)

Selecting textbooks (10)

Screening committees (4)

Scheduling block exams (2)

Portfolio mentor (1)

Block exam coordinator (1)

Advising center (1)

Assist students in securing industry certifications (1)

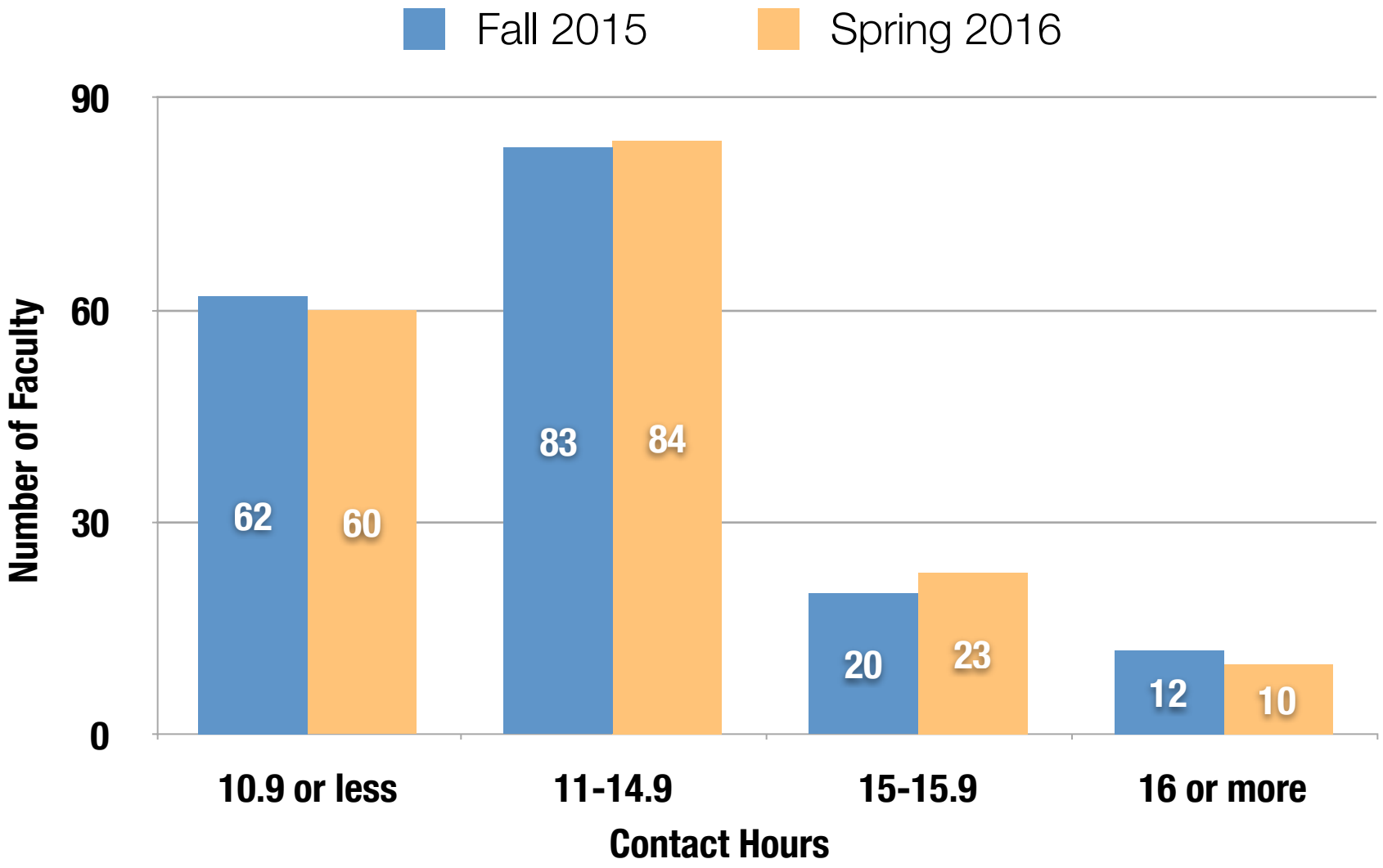
Help daycare workers understand need for certification (1)

Student review and mentor sessions (1)

Developing tutorials (1)

Source: TCC Division of Academic Affairs

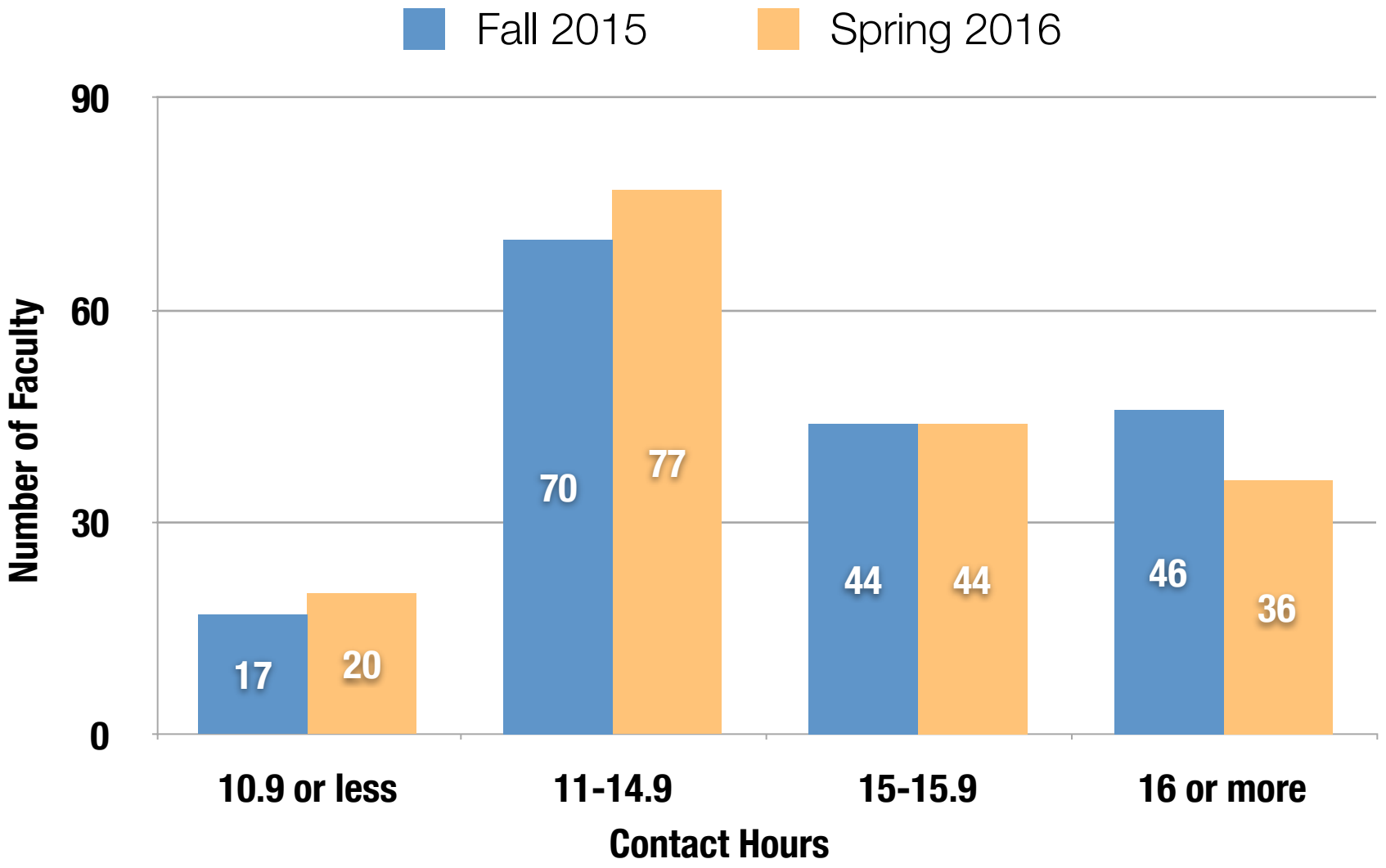
Contact Hours for Faculty



Source: TCC Office of Institutional Effectiveness

Contact Hours for Faculty

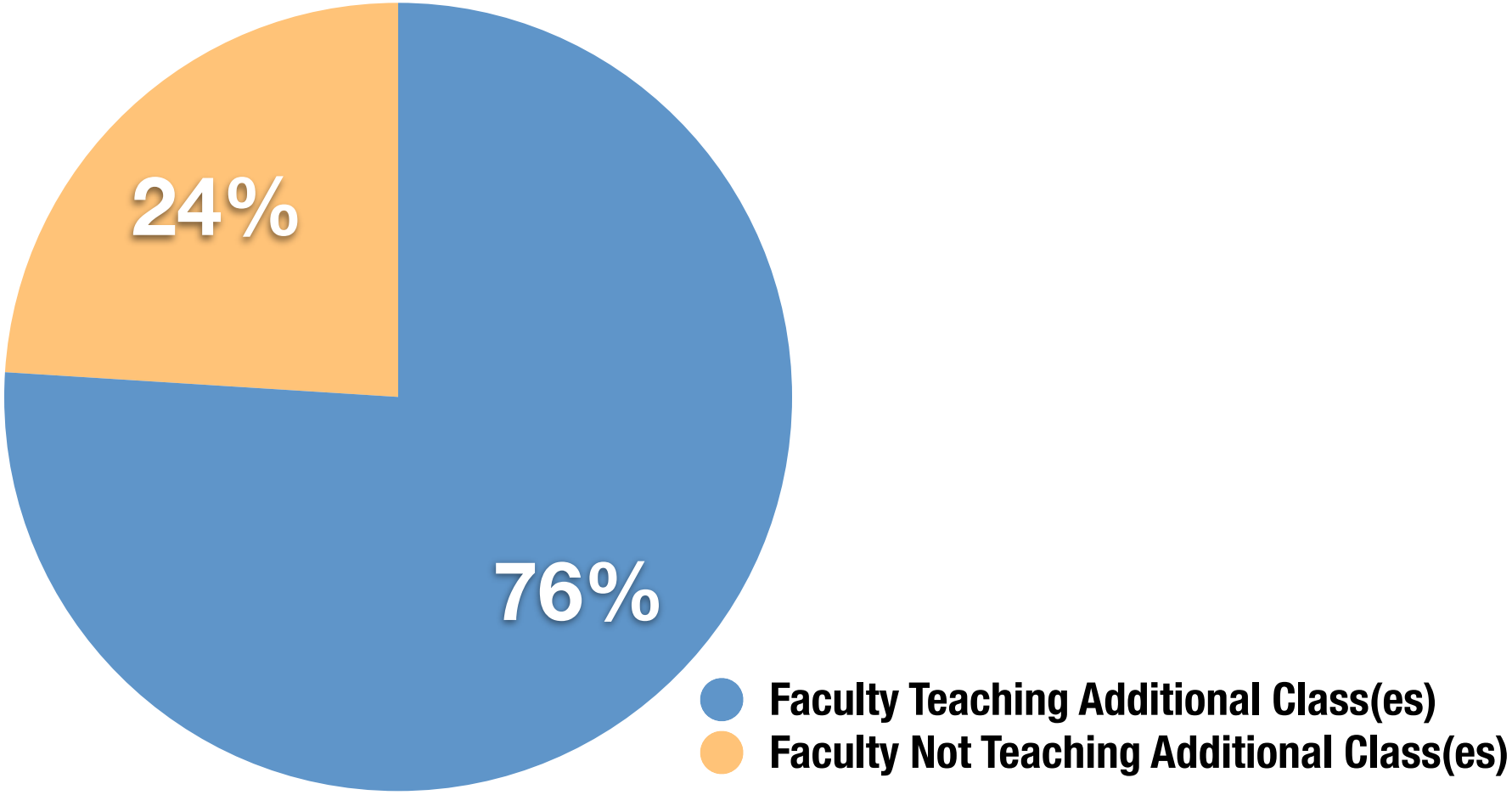
Inclusive of Additional Contact Hours



Source: TCC Office of Institutional Effectiveness

Percentage of Faculty Teaching Additional Class(es)

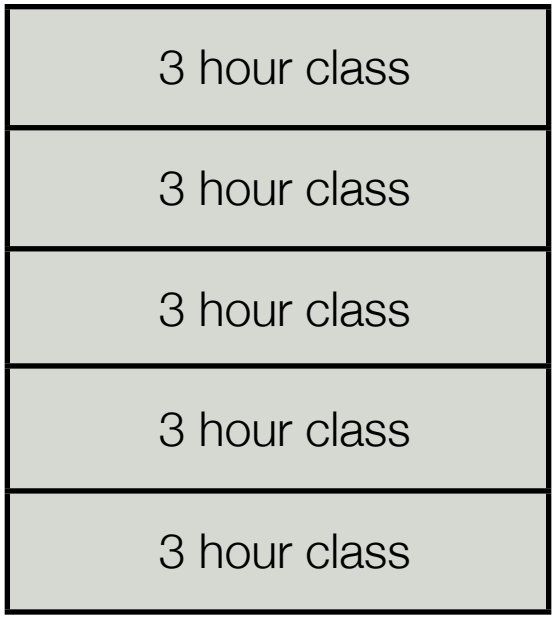
Fall 2015



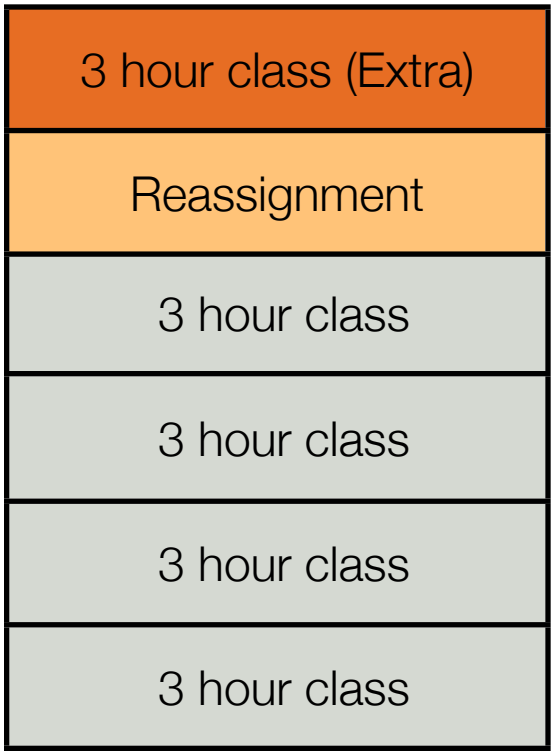
Source: TCC Office of Institutional Effectiveness

Impact of Reassignments on Teaching Loads

No Extra Class vs. Reassignment Plus Extra Class



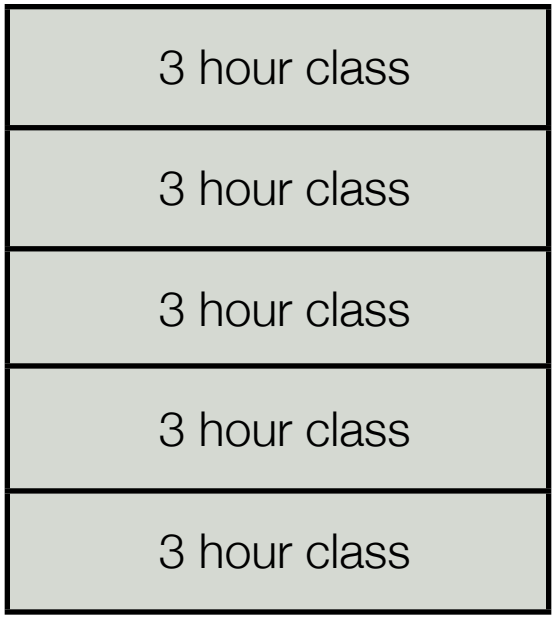
Faculty Member A
Teaching Load
15 Contact Hours



Faculty Member B
Teaching Load
15 Contact Hours

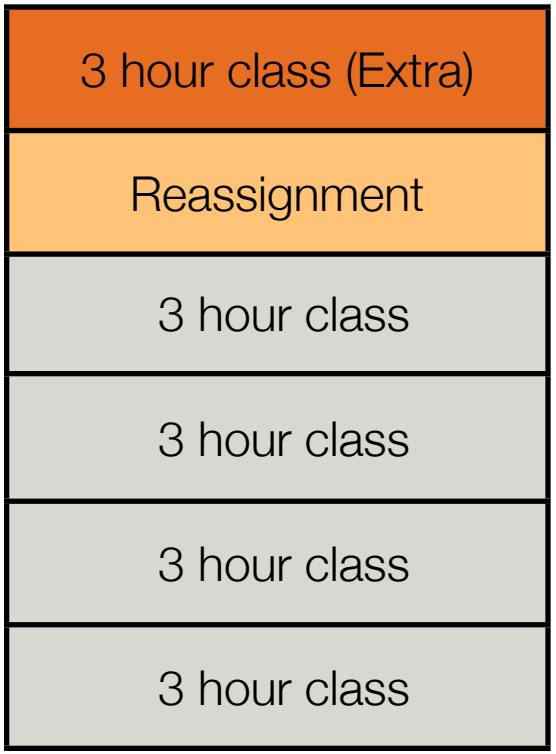
Impact of Reassignments on Teaching Loads

No Extra Class vs. Reassignment Plus Extra Class



Faculty Member A
Teaching Load
15 Contact Hours

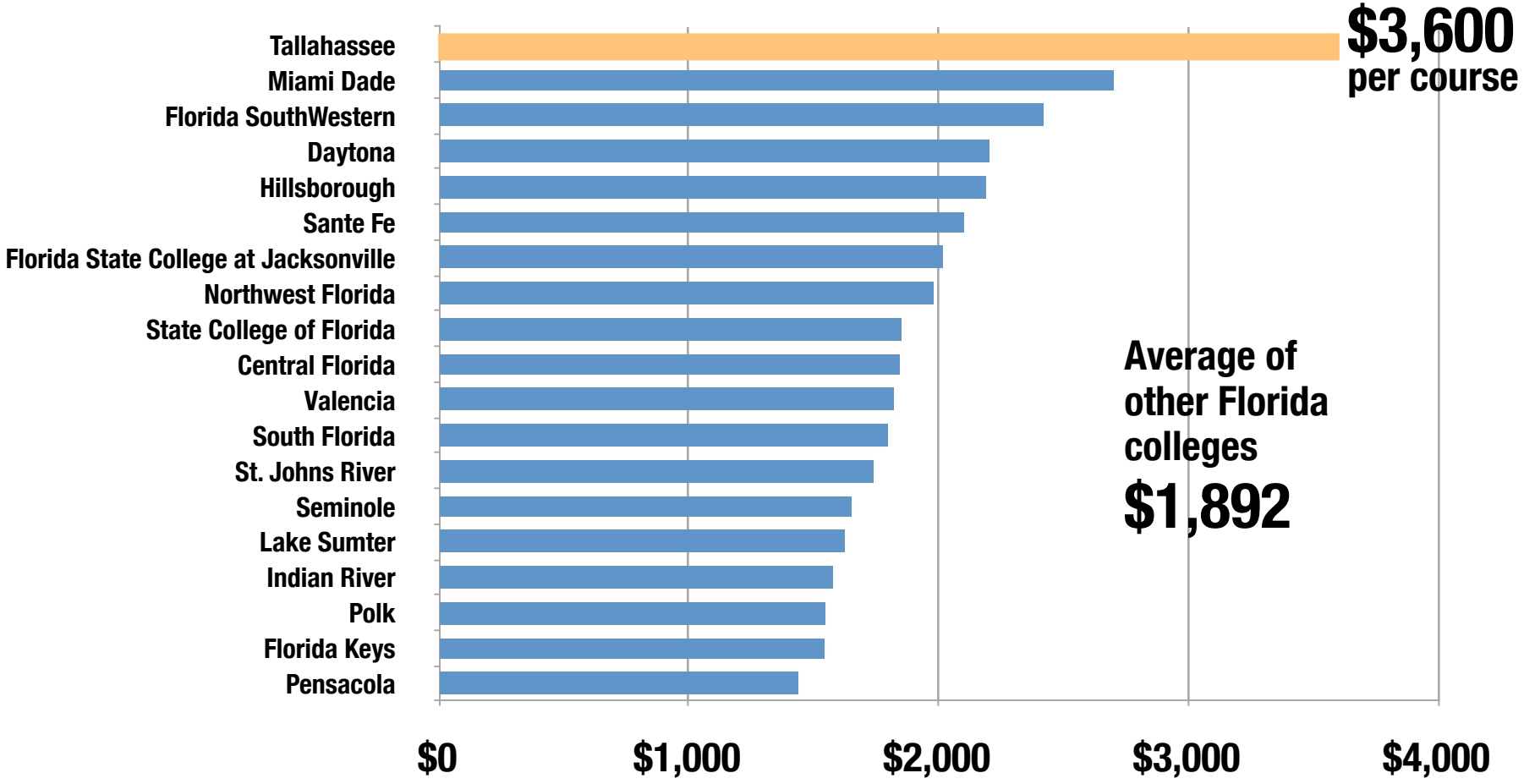
Additional classes cost TCC
$3,600 per class



Faculty Member B
Teaching Load
15 Contact Hours

Extra Class Pay Rate Per Course

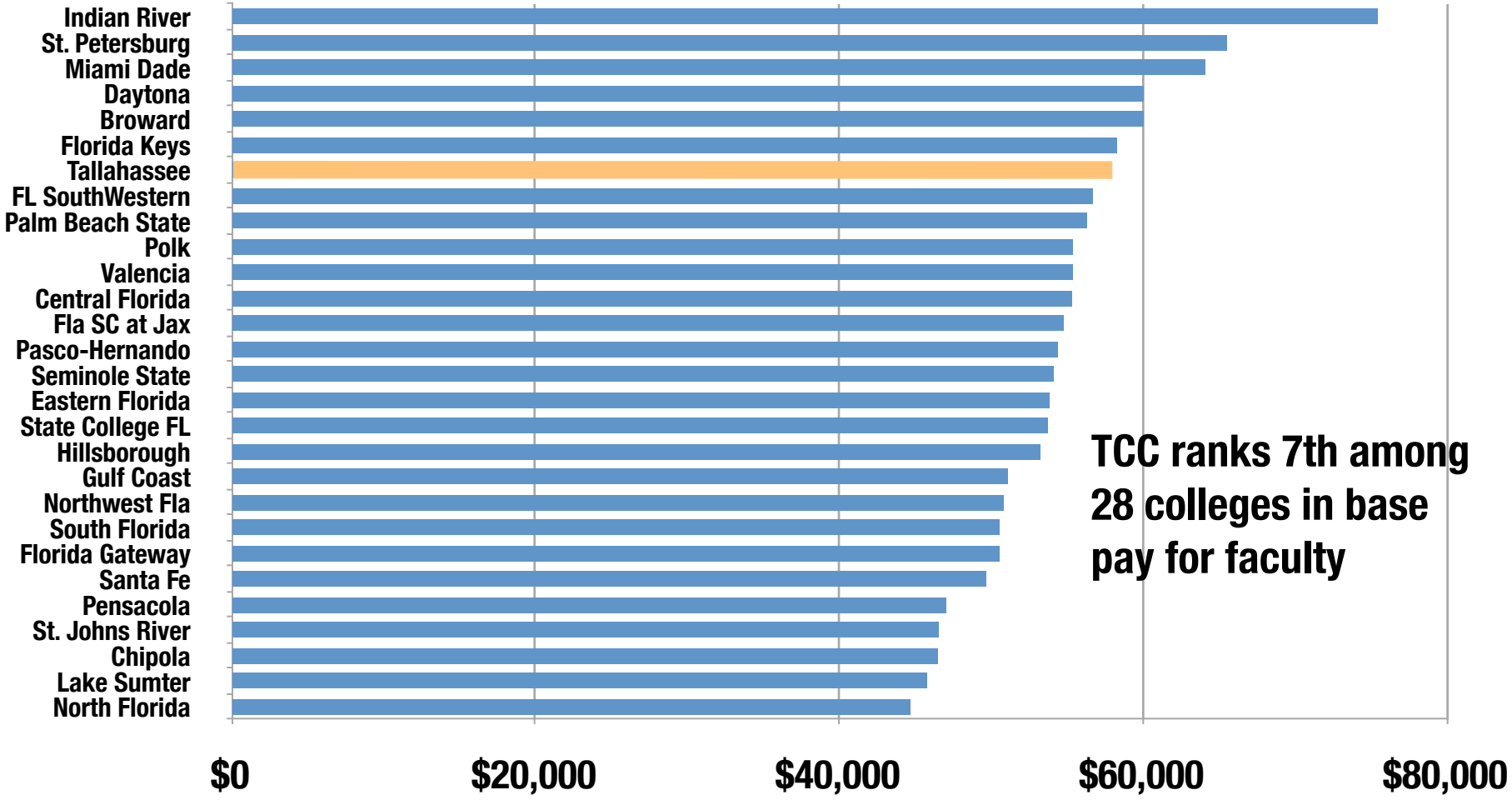
For Faculty with Master's Degrees



Note: Based on sample of 18 Florida colleges (colleges with faculty classification method similar to TCC).

Source: TCC Office of Institutional Effectiveness

2015-16 Base Salary



Source: Florida Department of Education Fact Book 2016, Table 6.6T

Questions to Address

- How can accountability for reassignments be improved and inconsistencies in the allocation of reassignments be reduced?
- What are the pros and cons of determining teaching load using methods that other colleges use?
- What alternatives exist to reduce class size at TCC?

Questions to Address

- How can the number of faculty on reassigned time be reduced?
- What is the rationale for the high cost per course of teaching an extra class at TCC?
- What would the pros and cons be to restricting overloads to teaching extra courses in excess of 15 hours?

Questions to Address

- Should faculty be paid for additional responsibilities that cannot be managed within their 40 hour week in lieu of reassigned time?

Faculty Questions

- Which Florida colleges, if any, require faculty to perform advising duties?
- What is the average class size in number of students at all other Florida colleges?
- What is the average teaching load, in terms of number of students taught, of full-time faculty at all other Florida colleges?
- Which Florida colleges, if any, require faculty to maintain complete attendance records, through Starfish or other systems?

Faculty Questions

- What is the number, names, and division of faculty teaching four courses who are under the minimum load on the college's loading formula, giving for each the number of students being taught under load?
- What is the number, names, and division of faculty teaching four courses who are over the minimum load on the college's loading formula, giving for each the number of students being taught over load?

Next Steps

- Create a work group in collaboration with faculty to address questions
  - 17 members
  - 2 faculty from each Academic Division (representative of disciplines within each Division)
  - 2 deans
  - Business Office
  - Human Resources
  - Institutional Effectiveness

Next Steps

- Provost to call for volunteers among the faculty
- Names to be submitted to the Faculty Senate Chair
- Volunteers to be chosen by the Provost and Faculty Senate Chair

Next Steps

- The Provost and President will meet with the work group and provide charge to the group
- Recommendations from the work group are to be submitted to the Provost by August 1
- Recommendations to be presented to the Board of Trustees at the August board meeting

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