

AGENDA ITEM

A-3. Update on Implementation of Section 400.3.4 of the UNC Policy Manual,
Policy on Faculty WorkloadDaniel Harrison

Situation: Adopted in July 2023, Section 400.3.4 of the UNC Policy Manual, *Policy on Faculty Workload*, and its implementing regulations require each full-time faculty member in the UNC System to have a workload plan that contains components of teaching, research/creative activity, and service, which together equal the equivalent of 24 semester credit hours taught each academic year. Within that framework, the policy also required institutions to develop their own policies regarding faculty workload.

Background: Institutions were required to have faculty workload policies in place by the beginning of the 2024-25 academic year and to have faculty workload plans in place by January 1, 2025. Each constituent institution submitted procedures for developing, evaluating, and amending faculty workload plans that staff reviewed and determined complied with the System's policy.

Approximately 99% of System faculty required to have a workload plan had one on or before January 1, 2025. Of those faculty required to have a workload plan who do not yet, the most common reason is being on Family and Medical Leave Act (FMLA) leave or otherwise being on an extended leave of absence.

Assessment: This is the first report regarding faculty workload under the new policy. Staff will present annual updates each January.

Action: This item is for discussion only.

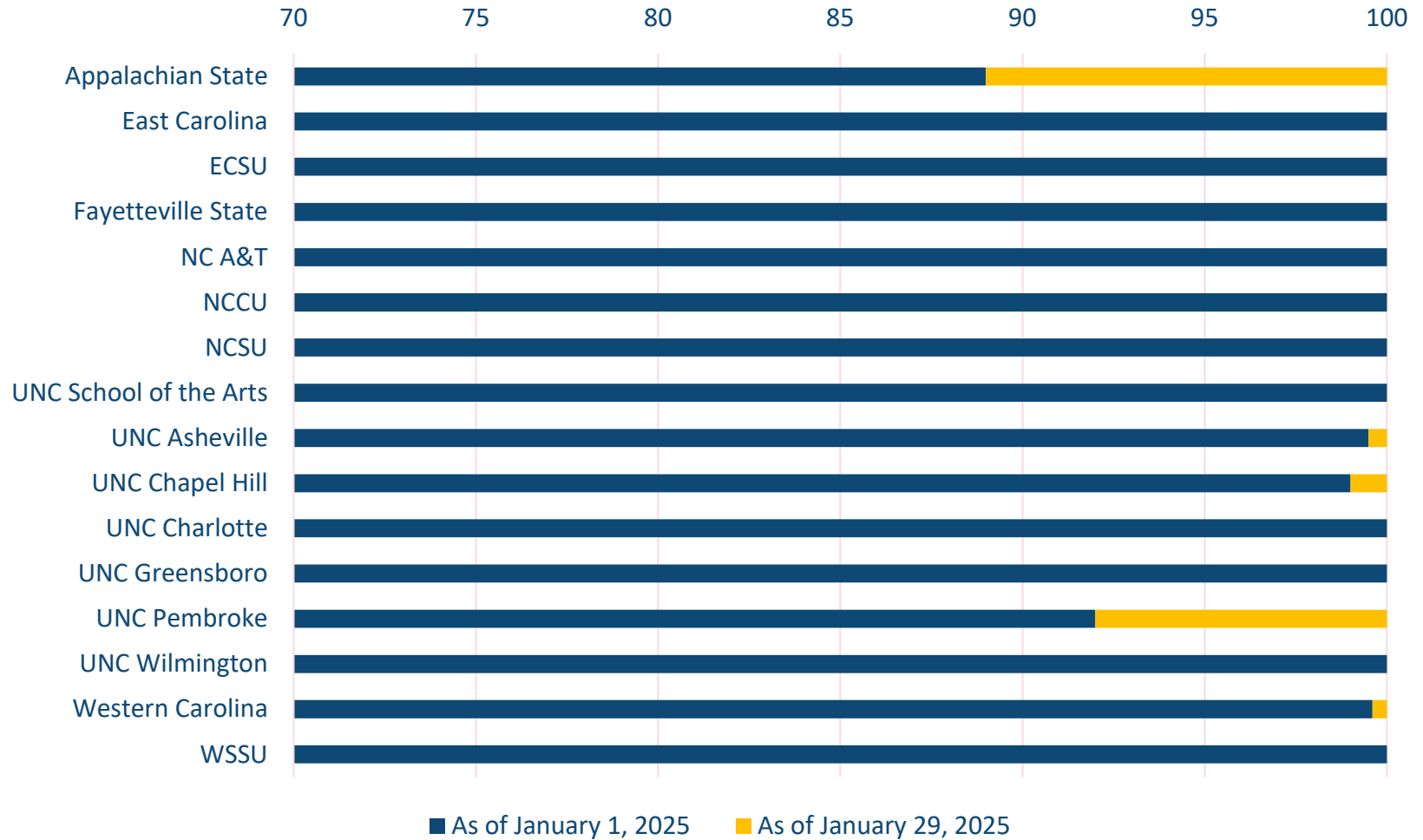


FACULTY WORKLOAD PLANS FOR UNC SYSTEM INSTITUTIONS

NEW WORKLOAD POLICY

- Applicability: All full-time faculty who are not on another performance plan system.
- Metrics: Categories of teaching, research/creative activity, and service. All work tied to a 24-credit hour per year baseline.
- Deadlines: June 30, 2024 for institutional faculty workload policies. January 1, 2025 for faculty workload plans to be in place.
- Report outs: Yearly in September to trustees, yearly in January to the Board of Governors.

FACULTY WORKLOAD PLAN COMPLETION RATE





**THE UNIVERSITY OF
NORTH CAROLINA SYSTEM**