College of Health and Human Performance
Faculty Workload

These guidelines are designed to be consistent and function in concert with the East Carolina University Policy Manual, the ECU Faculty Manual, and all established university policies and those of the UNC System. HHP teaching and workloads have always been at the discretion of the department Chair. This is to assure Chairs take advantage of the different strengths and skills of faculty members. Within a department, the totality of faculty workloads are expected to meet the needs of the department, college and institution. The office of the dean of HHP monitors each department and individual teaching loads carefully. Reports are prepared by the office of the dean documenting the specific teaching numbers (course load and SCH generated) for each faculty member. The Chair and the Dean or Associate Dean discuss workload “outliers” to ensure expectations are being met and equity is addressed in each department. This has proven very successful for the college as any analysis over the past ten years will show the college produces an impressive numbers of student credit hours well over the guidelines (averages over 40% above guidelines).

The following guidelines are presented to provide guidance to Chairs and to faculty as to appropriate teaching loads (in addition, service is expected of all faculty; scholarship is expected of all tenure-track and tenured faculty). It is not appropriate or in the best interests of the institution for all faculty to have the same teaching loads. However it is most important that all faculty be treated fairly and be expected to contribute appropriately to the mission of the institution.

HHP Work Load Guidelines – Tenured and tenure track faculty.

Faculty should teach a 3/2 load (based on 3 hour classes) if research active, and produce 1.25 FTE per UNC weighted SCH, as per UNC SCH formulas.

Research active is currently defined as an individual faculty member publishing five national, refereed publications in the last 3 years with first or second authorship (or senior authorship) on at least two of the publications.

Faculty not meeting the above definition will be expected to over produce student credit hours, or carry out other assigned instructional related duties.

No tenured or tenure track faculty at ECU may be released from research expectations.

Extremely research active faculty may have additional re-assigned time with an appropriate expectation of external funding or other evidence of scholarship.
Additional department roles (e.g., program directors) and substantial professional service may result in re-assigned time, with the appropriate evidence.

Faculty who are in joint-appointments or who are assigned part-time to another unit typically have teaching loads spelled out in their contracts; thus, their teaching loads may vary from the guidelines stated above.

**HHP Work Load Guidelines – Fixed term faculty.**

Fixed term faculty in HHP are highly valued and great flexibility is provided to department Chairs to take advantage of their strengths and skills. In general, such faculty are expected to over-produce SCH (1.5 FTE or above per UNC weighted SCH generated formula) or perform other needed special duties.