

As per the *Faculty Manual*, it is the responsibility of the Chair, with the oversight of the CAS Dean, to establish workload assignments for faculty members. Departmental workload assignments are subject to a number of considerations, including but not limited to:

- developing the research of individual faculty as well as the department's overall research profile;

- supporting student learning in the graduate and undergraduate programs;

- recognizing the demands of professional, university, college,

the expectation is that faculty members on a 40% research allocation publish or submit for publication at least one full-length article a year, or a monograph, translation, edition, or major digital project or creative equivalent every 5 to 7 years. Further, normally, this research workload expectation should be considered a minimum for tenured and tenure-track faculty

Course load increases may be renegotiated in the coming academic years if a faculty member fulfills the minimum publication expectations codified above.

Faculty whose research allocation is 40% would normally be expected to
. This category includes, at a bare minimum

attendance at departmental meetings;
staffing and consistently attending meetings of departmental, college, university and/or professional committees;
supporting student recruitment and placement; and
attending functions central to the intellectual life of the department, such as research presentations by colleagues and visitors, and readings of creative work

Such tasks are not optional but are part of service, as they constitute ongoing opportunities for professional enrichment and play a role in workload equity. Exceptional service beyond this minimum will result in workload allocation adjustments. Such examples of exceptional service would include particularly time-consuming leadership posts in college, university, or professional venues.

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commitments that tenure-track faculty are shielded from; b) tenured faculty are publishing in journals where lead time between submission and acceptance and/or publication can be in excess of a year.