RECOMMENDATIONS

1. In view of the fact that many seemed unaware of the existence of the current policy, it is recommended that the current policy, or its revised version, be widely circulated to both faculty and administrators.

2. The Committee recommends that Eastern move in the direction of reducing teaching loads. The Committee recognizes that because of the size and diversity of a comprehensive university, it is not possible and, probably not desirable, to have a simple and uniform set of rules governing faculty workload. A policy has to be flexible enough to allow for the many differences across disciplines and departments. We recognize that a uniform reduction in the standard teaching load from 12 hours to 9 hours is not likely to be feasible under current circumstances. However, it is quite possible that adjustments in teaching load are feasible in a number of areas. Because of the wide variation in disciplines, it is best handled at departmental levels.

   It is proposed that a department, or discipline within a department, that wishes to have a reduced teaching load formulate a plan regarding scholarly activity and teaching load. Such a plan would indicate how the department proposes to generate its FTE credit hours, or an equivalent measure of output, and the nature of its research and scholarly activities. The plan would also include the plans of individual faculty in the department regarding research and scholarly activity. Where appropriate, the plan would also deal with the service responsibilities of the department. The plan would be submitted for approval to the Dean of the College and the Vice President for Academic Affairs. On approval, the plan would provide the framework for decisions regarding the allocation of workload in the department or discipline, as the case may be.

3. It is recommended that a benefit-cost analysis of the role of technology in the university be undertaken. Such a study would examine the effectiveness of technology in enhancing instruction and its cost in both monetary expenditures and faculty time.

4. It is recommended that the policy regarding advising be examined.