

Department of Women's and Gender Studies Policy on Faculty Workload

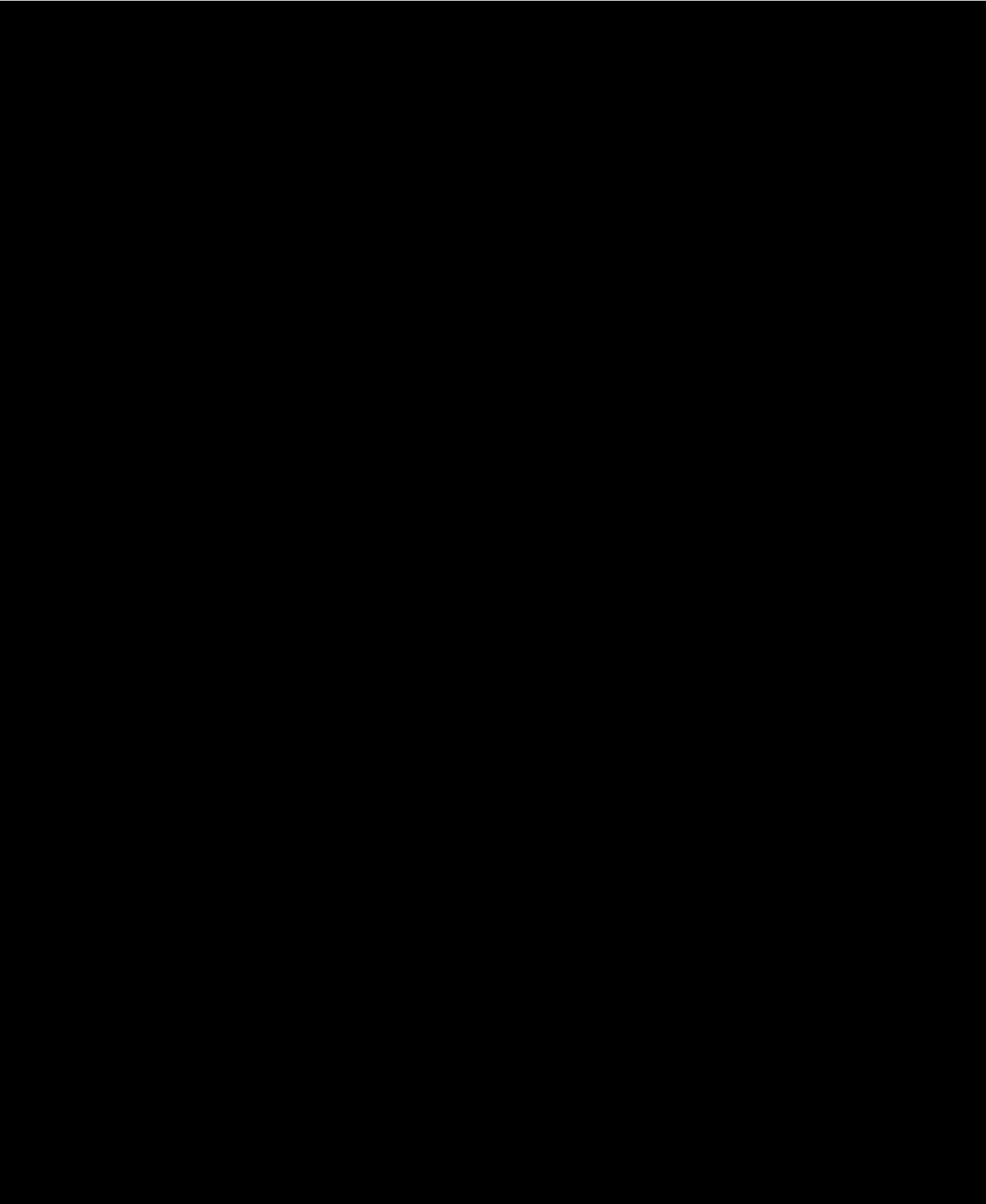
The Women's and Gender Studies Department at Saint Louis University is well situated in the College of Arts and Sciences, and as part of a research university in the Jesuit tradition that emphasizes, as does our unit, social justice and education of the whole person. We strive to offer an excellent education to our undergraduate and graduate students, and to allocate the workload in a way that a) is equitable to all members of the faculty, b) supports their professional success; and c) contributes to the strength and integrity of our program.

Tenure-track appointments:

Tenure-track faculty are guaranteed a 2-2 teaching load. In addition, we expect them to apply for an internal research leave to maximize their chances for success in the promotion process (at the discretion of the chair, they may be given leave if their research leave is not granted).

Research activity consistent with promotion criteria is based on the general guideline that tenure in WGS requires the publication of 4-6 refereed articles, or a book and 1-2 refereed articles not incorporated in the book. *Roughly* this means that a junior faculty member should be producing the equivalent of a single-authored, peer-reviewed journal article almost every year, or a book in 5 years plus 1-2 articles. Faculty members also generally present at professional conferences 1-2 times a year. In addition, various amounts of credit are given for non-

Examples of variations in distribution of workload, for tenured and non-tenure-track faculty (again, tenure-track are guaranteed a 2-2 load):



available to students. We encourage interdisciplinary connections, intersectional analysis, and conversation between theory and practice.

What can count as a course equivalent in determining one's teaching load? (Note

BASED ON 24 credits	40-40-20	60-20-20	50-30-20
Teaching	9.6 (4.8 per semester)	14.4	12
Research	9.6	4.8	7.2
Service	4.8	4.8	4.8

Teaching = in-class instruction, advising, supervision
 With 24 credits, a 3 hour course = 2.4 credits

BASIC service doesn't "count" faculty meetings

This doesn't make sense to me. Teaching 2 classes
 time a year, so we'd need the teaching to account for

24 credits	50-40-10	
	12	
	9.6	
	2.4	

