

College of Engineering
Engineering Administrative Council
Resource Management Discussion
(6 January, 2005)

- **Background**
 - RMC Report
 - Delivered to faculty on 14 April, 2004
 - Reviewed College of Engineering resources
 - Identified possible new sources of funds
 - Proposed adjustments leading to more effective use of College of Engineering resources
 - Suggested the College consider revising the standard arrangement for faculty workload allocation
 - EFC is currently gathering input from departments on all aspects of report
 - Reallocation
 - Mandated by Board of Regents
 - Provost will retain 2% of College budget, pending receipt and evaluation of reallocation plan that adheres to the Regent's guidelines
 - Must submit plan for reallocation of 2% of current budget
 - Identify source of funds
 - Identify where funds will be allocated
 - Plans should highlight prioritization of areas/programs, initiatives that advance goals of University Strategic Plan
 - Matching funds solicited
 - Detailed faculty and staff hiring plan
 - Sense of urgency for us to act
 - Review of Operations (i.e., UI financial data and semester credit hours delivered by each College)
 - Shared with EAC and EFC
 - Focus on resources generated by credit hours and pooled indirect cost
- **Current Operating Model**
 - Nominal Teaching Loads
 - 3 courses per AY per FTE faculty (non-administrators)
 - 2 courses per AY per FTE faculty (DEOs, Directors)
 - 2 courses during first year for probationary faculty
 - DEO discretion on course release for extraordinary service, low-enrollment courses, special assignments
 - AY 03-04 tenured faculty assignments
 - 4.5 @ 1 course
 - 23.5 @ 2 courses
 - 27.5 @ 3 courses
 - 5 @ 4 courses
 - 154 total courses delivered by tenured faculty in AY 03-04
 - 60.5 tenured faculty
 - 2.55 courses/faculty/AY

- **Course Release Guidelines (EAC Resolution, June 1996)**
 - “Minimum” salary release of 12.5% reduces load by 1 course
 - All salary-release funds will remain in the Department under the direct control of the DEO
 - Faculty members must be used as replacements to the extent possible
 - Only under exceptional circumstances and for no more than one semester will a faculty member be released from all teaching duties.
 - Such accommodation will be permitted only when such an arrangement is mutually agreeable to the Department chair, the faculty member, and the Dean, and the quality of instruction is preserved.
- **IIHR Primary Affiliates are expected to:**
 - release 12.5% of salary to IIHR to recognize research time (no course release associated with this)
 - release additional 12.5% of salary to IIHR to reduce nominal load from 3 to 2 courses

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**Resolution on Tenured Faculty Course Release
22 March, 2005**

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- Nominal Teaching Responsibility
 - 12 credit hours per AY per FTE tenured faculty (non-administrators)
 - Course Release Guidelines*
 - Initial release of 5% AY salary (or, equivalent support to department operating expenses) and at least 12 SCH of graduate research
 - Reduces nominal load by 3 credit hours
 - All funds go to department account
 - Additional release of 12.5% AY salary
 - Reduces course load by 3 additional credit hours
 - All funds go to department account
 - Additional release of 12.5% AY salary
 - Reduces load by 3 additional credit hours
 - 1/2 of funds go to department account
 - 1/2 of funds go to collegiate account for strategic investment

* These guidelines address the **teaching** component of a nominal PTEAP which allocates 12.5% service, 12.5% graduate student advising, 37.5% research and 37.5% teaching. All references to salary release includes release of salary + release of fringe. Example: Professor A has a base 9-month salary of \$80,000. The initial release of 5% is calculated as $\text{Release} = 0.05 \times (80,000 + 20,800) = \$5,040$