

II.G. TEACHING AND FACULTY WORKLOAD

(Revised: April 4, 2002; August 2, 2000; August 4, 2005, October 2008, July 2009; January 2013; April 2016; November 10, 2017; January 9, 2018; April 20, 2018; October 30, 2018; Nov. 20, 2020; April 28, 2023i; October 6, 2023i, January 12, 2024ah, August 22, 2025)

II.G.1. OFFICE HOURS

ADMINISTRATIVE OFFICES

Administrative offices during the Fall and Spring semesters are open from 8:00 a.m. to 5:00 p.m., Monday through Friday, with an hour for lunch.

FACULTY OFFICE HOURS

University Procedure *12.01.99.C0.03* Responsibilities of Faculty Members, Section 2.14 specifies that all full-time faculty must, “Be available to students for consultation on course work during regular or electronic office hours in accordance with academic unit guidelines and policy.” Faculty members are to include office hours in all course syllabi and to post office hours on his/her/their door at the beginning of the term. Posted office hours must include “other times by appointment” to convey to students that faculty are available to students to facilitate their learning. Faculty submit a schedule of their hours to the Dean's Office through the department Administrative Assistants each semester so that meetings may be scheduled, and students informed when faculty will be on campus and/or in their offices. Office hours may be any combination of face to face or virtual. However, faculty with only virtual office hours must be available for face-to-face consultation with students by appointment.

In the fall or spring term, faculty are expected to post a minimum of five scheduled office hours a week over three days. In the summer term, faculty are expected to post a minimum of four scheduled office hours over three days.

II.G.2 Advisory Statements on the Syllabus

The syllabus is an important part of every college class. A good syllabus explains to students the expectations and procedures for the class. A clearly written and complete syllabus can prevent many problems. Faculty should explain the syllabus to the students at the first class meeting and provide the syllabus online through the approved LMS.

A syllabus is a commitment to students. This document gives students certain assurances about the course and methods, and it provides faculty members with a foundation if they become involved in a dispute over a grade or procedure. The syllabus, if clear and fair, is beneficial to both students and faculty, and promotes learning. Be sure students have access to the syllabus online and notify them in writing if changes are made. **Be sure to abide by your stated procedures systematically, impartially, and consistently.**

Examples of effective syllabi are available in the Department Offices; feel free to use them as models.

The Parts of a Syllabus

Each syllabus should, as a matter of good practice, include the following items.

1. Basic information about the course including:
 - a. your name
 - b. course title and number
 - c. your office phone number (listing your home number is optional)
 - d. your office number and building
 - e. office hours (a minimum of five, reasonably scheduled office hours a week is the College requirement; these should be posted on your office door and kept regularly).
2. A general description or definition of the course. Please review the description in the catalog for initial information. If special labs, extra meetings, or field trips are a required part of the course, these should be noted early on.
3. A list of Student Learning Outcomes (SLOs). Consult with your Department Chair to ensure that there are common outcomes for all sections of this course. SLOs should be specific and measurable. You might find using Bloom's Taxonomy useful for helping you articulate these SLOs. Focus on what students will be able to do after completion of the course. Avoid vague statements such as "students will understand the western intellectual tradition" or "master organic chemistry;" instead, for example, state that students will "be able to discuss in writing the major criticisms of Skinnerian Psychology."
4. A clear discussion of course requirements/graded work. List due dates, grading criteria, and weight assigned to each activity. Please note that the College expects that students in all courses are asked to submit written work. This can take the form of informal or formal writing, such as short essays, reading responses, journals, exams, papers, exams, etc.
5. Your policy on issues including (but not limited to):
 - a. late work
 - b. plagiarism (see University Procedure 13.02.99.C0.04 Student Academic Misconduct Cases and Student Code of Conduct at <http://judicialaffairs.tamucc.edu/academicmisconduct.html>)
 - c. missed examinations
 - d. attendance and tardiness
 - e. preferred method of scholarly citation
 - f. paper rewrites, if any

Each of these policies should be spelled out as clearly as possible. The more explicit you are about your policies, methods, and expectations, the less likely your students will be to appeal on the grounds of lack of information.

Notice on Attendance Policies

The College of Liberal Arts recognizes that course engagement is essential to students' success, and that *presence* is one important pathway toward actively involving students. CLA further recognizes that student presence may manifest and

be measured in many ways depending on a variety of informing factors, including student circumstances, course context, modality, disciplinary need, and individual pedagogical goals. This is especially true in an educational landscape that is increasingly digital. The College of Liberal Arts encourages the adoption of non-punitive attendance policies that simultaneously (1) foreground the value of intrinsic student presence and (2) meet the needs of students and pedagogy alike.

6. A listing of necessary supplies in courses where there are such. This may include information on approximate costs and where such supplies may be purchased if other than the local campus store.
7. The required and optional texts for the course and any supplementary materials on reserve in the library.

Notice on Digital Accessibility

The College of Liberal Arts supports the success of all students attending Texas A&M—Corpus Christi. The CLA acknowledges that digital technologies (e.g. internet, computers, and attendant software) are both ubiquitous in a university setting and essential for engagement with and successful completion of a university degree. The College of Liberal Arts understands that not all students begin their university education with equal access to digital technologies, and so is committed to providing all students equal access to the resources they need (resources, for example, like the transcription of lectures in on-line courses, the library's on-line databases, or simply access to the internet and word processing software in campus computer labs) to successfully complete their degrees and be competitive in the post-university job market.

8. A course outline, organized by class meeting or topic, indicating relevant reading assignments and significant dates.
9. Current required university statements regarding and current required CLA statements. Please confer with Department Assistants and Chairs for more information about those statements.

Plans change. If you modify the course plan or syllabus in any substantive way, be sure to inform the students of the modifications by distributing a printed syllabus addendum and announcing the change several times in class.

II.G.3 Reading Day and Final Examinations

- A) Reading Day: The day after the last day of classes during the long semester is designated as a Reading Day. Students should not be given any responsibilities (e.g., assignments, exams, presentations) on Reading Day unless stated in the syllabus and announced to the students.
- B) Final Examinations: Final examinations (in-class or take-home) must be scheduled during the regularly scheduled examination time listed in the official class schedule. Due dates for final papers must be listed in the official class schedule. If final presentations or final critiques in lieu of final examinations require multiple days to complete, then the final day for the critiques/presentations must occur on the regularly

scheduled exam day.

The students strongly request that major exams not be scheduled during Reading Day. Please keep this in mind when you are constructing your syllabi.

II.G.4 Syllabus Checklist

	Name of Instructor
	Course title
	Course number
	Office phone number
	E-mail address
	Office number and building
	Office hours
	Course description
	Student Learning Outcomes ___at least two ___student focused ___measurable by grading activity ___SLOs are the same as other sections of course
	Graded activity ___specific dates of assignments ___nature of assignments ___assignment weight ___description of classroom activities and assignments (optional but recommended)
	Policies (Recommended but NOT required) ___late work ___plagiarism ___missed exams ___attendance & tardiness ___preferred methods of scholarly citations
	Required statements from the college and university, using updated link to online statements.
	Supplies (if applicable)

	Texts/readings (if applicable)
	Provisional course outline

II.G.5 Course Delivery Changes and Canceling Classes

It is expected that courses will be taught in the format listed in posted schedule, meaning that the faculty member will hold classes all the dates and times listed. All recurring changes to the format of courses (type of delivery/distance learning, days/times met) must be approved by the department chair and included in the posted schedule. Cancellation of classes, including posting assignments online in place of a face-to-face meeting, should be kept to a minimum, approved by department chair, and documented through official means. (Responsibilities of Full-Time Faculty Members, 12.01.99.C0.03, 2.1, 2.4, 2.5).

II.G.6 Department Chair Access to Courses in the Learning Management System

Summary

This policy outlines the responsibilities and process associated with a department chair gaining access to department faculty courses in the Learning Management System (LMS).

Policy

1. RESPONSIBILITIES

1.1. Department Chair

- 1.1.1. Each department chair has the ability to add themselves to any course offered in their department to review course activity, ensure academic continuity, or evaluate faculty teaching.
- 1.1.2. If there is an academic need to have higher-level access to a course (e.g., to enter grades), the department chair must secure approval from their dean and request the additional access from Information Technology.
- 1.1.3. A department chair shall only add themselves to a course as appropriate and may not add other faculty/college staff members to a course on their behalf.

1.2. Office of the Dean

- 1.2.1. The Office of the Dean will provide the Office of the Provost with a list of the college's department chairs at the start of each long semester and any time there is a change of a department chair.

1.3. Office of the Provost

- 1.3.1. The Office of the Provost will provide the LMS Coordinator with a list of all colleges' department chairs at the start of each long semester and any time there is a change of a department chair. The LMS Coordinator will update the role of chairs in the LMS to allow for access to their department's courses in the LMS.

2. PROCESS

- 2.1. The process of accessing a course in the LMS will normally be initiated by the department chair for a specific reason (e.g., assess alignment with the college's academic continuity plan). Under normal circumstances, the department chair shall:
 - 2.1.1. notify the faculty member in writing at least one (1) business day prior to accessing the course;
 - 2.1.2. discuss feedback with the faculty member as appropriate; and
 - 2.1.3. share any academic continuity concerns with the dean.
- 2.2. In emergency situations, the department chair may access a course to assist with the continuity of the course without advanced notice to the faculty member. The department chair shall attempt to contact the faculty member regarding accessing the course as soon as feasible.

3. FACULTY RESPONSE

If a faculty member has a concern with the access request or any resulting comments or concerns, established college processes and university procedure *32.01.01.C0.01, Complaint and Appeal Process for Faculty Members* should be followed.

II.G.7 Faculty Workload

1. All full-time faculty are expected to accrue 30 workload credits over the academic year (usually 15 credits each long semester). Each long semester, tenured/tenure-track faculty accrue 12 credits for instruction and 3 credits for research, scholarship, and creative activity (RSCA) to stay current in their field plus an expectation of service. Additional workload credit for RSCA may be granted. Each long semester, fixed-term faculty accrue 15 credits for instruction plus an expectation of service. These workload credits are assigned for instruction, instruction-related activities, librarianship, administrative assignments, and/or non-administrative academic assignments. With permission of the Dean, adding the hours to 30 over the course of the fall and spring terms may be allowed, when necessary, to balance needs of the department and those of the faculty member.
2. Tenured and tenure-track faculty are eligible for the college's Creative Activities and Scholarly Enrichment ("CASE") program. If the faculty member receives positive annual reviews in the area of scholarly and creative activity, that faculty member may receive up to one, 3-credit-hour release per long semester per year. The faculty member must remain active in the realm of scholarly/creative activity

to renew the release, as deemed appropriate by the Department Chair, Associate Dean, and Dean, as measured against the individual departmental criteria for productivity. Faculty receiving “CASE” release will then teach the equivalent of 9 workload hours per long semester. Additional information about the “CASE” program may be found in the college handbook in the section with that title.

3. Faculty may be assigned non-instructional workload credit by the Dean in consultation with the Department Chair. Instances of these reassignments include those for administrative assignments, such as for Graduate Program Coordinators, or for instructional support reasons with curriculum and course development as provided in University Procedure *12.03.99.C1.01* Assignment of Faculty Workload Credit.
4. Overload is paid at the adjunct rate, and only if the overload results from teaching assignments. Faculty members on CASE normally are not eligible for overload pay. In addition, the option to take overload pay may be unavailable to some faculty due to some external granting agencies prohibiting working over 100% for the year in which the faculty member is being evaluated.
5. Faculty members who do not have assigned substantial workload for master’s (non-terminal degree) thesis supervision as part of their contractual responsibilities will receive 0.50 workload credit per graduated student for which they were assigned as master’s thesis chair. Faculty members may receive an equivalent stipend at the appropriate proportion of the university overload. Other faculty members serving as members of the committee do not receive workload credit or other financial compensation.
6. Guidelines for assigning workload credits for courses are provided in University Procedure *12.03.99.C1.01* Assignment of Faculty Workload Credit.
7. Faculty workload assignments are determined term-by-term by department chairs in consultation with the dean. Assignments will be based upon department and student needs, course rotations, faculty expertise and abilities. Faculty preferences may be considered, as well.