

**Academic Transformation  
Academic Advisory Council  
Monday, October 4, 2021**

Melissa Latimer, Associate Provost for Faculty Development and Culture, and Chris Staples, Executive Director of Academic Personnel, presented to the group on faculty workload guidelines.

Workload guidelines were initially developed in the Academic Transformation Faculty Rewards and Recognition Committee by looking at aspirational and Big 12 peers.

- Options for fulfilling areas of teaching, research and service
- Faculty members with same title can reach 100% effort in different ways

Reminders:

- In conjunction with chairperson/division director and approved, faculty can modify 10% of their workload
- 10%+ requires Dean approval

Follow-up items:

- Additional pathways: Extension and Library

O'Meara, K., Culpepper, D., Misra, D. & Jaeger, A. (2021, January 8th). Equity-Minded Faculty Workloads. What We Can and Should do Now. ACE-ENGAGE Report. Retrieved from: <https://www.acenet.edu/Documents/Equity-Minded-Faculty-Workloads.pdf>