

Policy for the Voluntary Increase in Annual Teaching Loads for Faculty in the Academic Specialist-Teaching System after Reappointment in Lyman Briggs College

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Faculty in the Academic Specialist-Teaching system who are on a nine-month appointment in Lyman Briggs College are typically assigned to teach five courses each academic year, usually with two courses one semester and three the other. An LBC faculty member in the Academic Specialist-Teaching system who has been reappointed is eligible to request an increase in their annual teaching load to six courses annually, usually as three courses each semester. This is a voluntary increase in annual teaching expectations, and faculty who chose to increase their annual teaching loads will be evaluated on all six courses. This increase does not affect how overloads or summer courses are assigned—there are separate processes in place for these situations that are described here: http://www.lymanbriggs.msu.edu/faculty_staff/Overloads-SummerCourses.pdf.

This opportunity is currently limited to Lyman Briggs College faculty who are appointed in the Academic Specialist-Teaching system, successfully post-reappointment, and assigned to either the History, Philosophy, and Sociology of Science disciplinary group or the Mathematics disciplinary group.

After LBC faculty members in the Academic Specialist-Teaching system are reappointed, the LBC Dean's Office will ask them if they would like to increase their annual teaching loads from five to six courses. If they choose to increase their annual teaching load, the increase will go into effect the August following their reappointment in July.

The post-reappointment LBC faculty in the Academic Specialist-Teaching system who increase their annual teaching loads from five to six courses will be compensated with a 20% increase in their base salaries. Subsequent annual merit raises, retirement contributions, and anything else that is linked to base salaries will reflect this increase.

In consultation with the Dean and the College's Faculty Excellence Advocate, LBC faculty member in the Academic Specialist-Teaching system who chose to increase their annual teaching load from five to six courses may later reduce their annual teaching loads. If a short-term reduction in teaching load is needed by this faculty member, there are many avenues to pursue including course buy-outs, leaves, and modified duties. However, if a long-term reduction to return to a five-course annual teaching load is needed, the faculty member must notify the LBC Dean's office by January 1 for the change to go into effect on the following August 16. The reduction in course load will result in a reduction in base salary equivalent to the increase in base salary that was experienced when the faculty member increased their annual teaching load to six courses. Therefore, any increases in base salary that are the result of annual increases on the increased base salary will be retained by the faculty member.