

**Department of Chemistry**  
**Oakland University**  
**Workload Policy**  
**July 10, 2007**

In the Department of Chemistry, determination of teaching load is based on the commitments of the individual faculty member in research and service. For faculty with usual research and service activities, the standard teaching load is four courses per year. Reductions are given for extensive research and service activities.

Extensive research activity requires a reduction in the teaching load, for many reasons:

- (1) Direction of student research (post-doctoral, predoctoral, and undergraduate) is very time consuming. Also, we recognize that, in many cases, this activity does involve delivery of credits in the form of undergraduate research courses (CHM 290, CHM 490) and graduate research (CHM 690, CHM 799).
- (2) Extensive time is needed for preparation of proposals for external funding to provide support for the research.
- (3) Management of the daily activities of a busy research laboratory is very time consuming, and a year-round activity.

Thus, the department gives reduced teaching loads to funded researchers, and also to unfunded researchers who are seeking funding (generally faculty who have been funded recently, and have excellent prospects of being funded again). This reduction is one or two courses per year.

The department also recognizes that extensive time is required for new faculty to start their research programs, and so they are also given reductions in teaching loads of two courses per year. This policy has been a great help in recruiting talented researchers in recent years. Note that acquisition of external research funding is one of the requirements for tenure in the Department of Chemistry.

The department currently gives reductions in teaching load of two courses per year for service to the Department Chair.