

**Department of Philosophy
Oakland University
Workload Policy for Full-Time Faculty
Approved by Department February 6, 2013**

Each regular tenured/tenure track member of the Philosophy Department is expected to be actively engaged in research, teaching, and service to the Department, College, and University at every stage of his/her career. Research and teaching are our highest priorities. The Department has a deep commitment to advancing the field of philosophy through scholarship that is relevant both to the profession and to students and faculty here at Oakland. As an undergraduate liberal arts department, the Philosophy Department also emphasizes teaching and the need to lead students, including beginners and non-majors, to understand philosophical works and to develop their own ideas clearly and cogently. As well, every regular faculty member of the department must bear significant service duties to the department, college, university, and beyond.

Lecturers and special lecturers are expected to serve primarily as teachers. Special instructors or full-time adjuncts in the Philosophy Department are expected to do a limited amount of service in addition to their teaching.

Scholarship All regular, tenured/tenure track members are expected to have research projects that lead to publication and/or presentation. Research and writing, especially that leading to presentations for professional or non-professional audiences, journal articles, scholarly books, or textbooks is a dominant focus of the work of regular faculty members.

Full-time adjuncts and special instructors have no research commitments.

Teaching Philosophy instruction requires individual attention to written student essays and logic exercise. So, Philosophy caps lower-level classes at 45 or fewer students. Lower-level classes that are also fully online are normally capped at 25. Writing intensive classes are capped at 25 while upper-level classes normally have caps of 20 students.

The standard teaching load for regular, tenured/tenure-track faculty is five courses per year. The department chair receives a one-course per semester reduction in teaching. In addition, we have a rotating, one course per year reduction to promote scholarship among the regular faculty. (The chair is not eligible for this reduction.)