



**SCHOOL OF MUSIC,  
THEATRE AND DANCE**

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OAKLAND UNIVERSITY

**FACULTY WORKLOAD POLICY**

Approved by the School of Music, Theatre and Dance Assembly March 7, 2022

Approved by Provost: October 16, 2023

## FACULTY WORKLOAD POLICIES OF THE SCHOOL OF MUSIC, THEATRE AND DANCE

### Full-time Faculty Workload Policy

#### *Tenure-track Faculty*

- 50% of the workload is teaching 5 courses, usually 3 + 2.
- 35% of the workload is scholarship (research and/or creative work)
- 15% of the workload is service to Oakland and to the community/profession such as:

Serving on school/college/university committees as assigned, participating in recruitment events and audition days specific to area/discipline, service to the profession (e.g. offering masterclasses or professional development workshops, consulting, holding office in or serving in advisory capacity to professional or learned societies)

#### *Visiting Professors, Special Instructors, Professors of Practice, and Full-time Adjuncts*

- Teaching workload is teaching 6 courses, usually 3 + 3.
- Service to Oakland and to the community:

Attending all recruitment events including offsite events, auditions, academic and career advising for all majors and minors, coordinating and supervising internships as the instructor of record (in addition to the 3+3 load), supervising and/or assigning capstone projects, as well as committees or other typical service as assigned by Department Chair; engaging with the community at SMTD events and at offsite events as appropriate.

#### *In addition:*

1. Teaching 6 one-hour lessons or 12 thirty-minute lessons (or any appropriate combination thereof) is equivalent to teaching 1 course or 1/3 of a teaching load. ("Lesson" here is construed broadly, and may refer to vocal coaching, theatre coaching, studio class or music composition lessons, in addition to applied teaching.) For example, a full-time professor of voice might teach 18 one-hour studio lessons per week (= three courses) or 12 one-hour studio lessons (= two courses) plus 1 course, etc.
2. For faculty supervising student teaching, 3 student teachers = 1 course.

3. Conducting a musical ensemble, directing or designing a play or opera, or directing a dance concert or student dance company is equivalent to teaching 1 course or 1/3 of a teaching load. Choreographing and rehearsing a work of repertory counts as teaching a one course.
4. Independent studies, research advising, advising recitals, conducting apprenticeships, resident dance company apprenticeships, advanced theatre project advising, etc. do not count as part of the 3+2 or 2+3 teaching load for FT faculty and are considered service. \*

\*For music education full-time faculty at all ranks, the service load for thesis and practicum advising is 3 students per semester.