

September 2012





Background – Virginia Tech College of Agriculture and Life Sciences (CALS)

- University teaching, research, and outreach are funded through 208 funds
- > CALS receives funding from two state agencies:
 - > 208 funds (teaching) and
 - ≥229 funds (extension and experiment station)
- Funding for facility renovations or improvements and equipment
 - >Integrated across all three mission areas
 - Formal annual process to request upgrades



- Do you have a college policy for faculty/staff workload?
 - > Managed at the college or department level?
- Do you have formal definitions of appointment for promotion and tenure?
- Do you have flexible 9-month (academic) appointments?
- How do you align graduate student funding source with assigned responsibilities?
- > Do you have faculty incentive programs?



- In 2004, the college department heads drafted workload definitions for specific appointments
- > The college defined an instructor workload
- An extension ad hoc committee has been formed to define a split appointment with extension
 - This was done to satisfy a legislative request through the VA Secretary of Education
- With recommendations from department heads, the appointments of all faculty and staff were reviewed and changed as needed.



> Workload



Teaching or Research Being Subsidized by the Other: Promotion and Tenure

- The faculty appointment is defined on the university promotion and tenure coversheet
- At the time of initial appointment, a minimum of a 30% appointment is given for the minority appointment area
- Plan is to annually align faculty responsibilities with appointments



Promotion and Tenure



Teaching or Research Being Subsidized by the Other: Flexible Appointments

- Most new faculty appointments are 9-month, including off campus faculty and extension faculty
- Conversion of 12-month to 9-month appointments
 - Incentives were provided
- Do not have a formalized mechanism for faculty to "buy out" time from one mission area



Flexible appointments



Teaching or Research Being Subsidized by the Other: Graduate Students

- At the college level there are graduate teaching assistantships (GTA) and graduate research assistantships (GRA)
 - GTAs are distributed to departments based on a formula devised by the department heads
 - GRAs are primarily used to support the development of new faculty members programs
 - The college contributes GRA to university funded interdisciplinary graduate program



Graduate Students



Teaching or Research Being Subsidized by the Other: Incentive Programs

>Extended research appointments

- Extend the 9-month appt. to 10, 11, or 12 months
- ≻1-2 years at a time
- ≻ Could add up to 33% to their salary

Faculty research incentive program

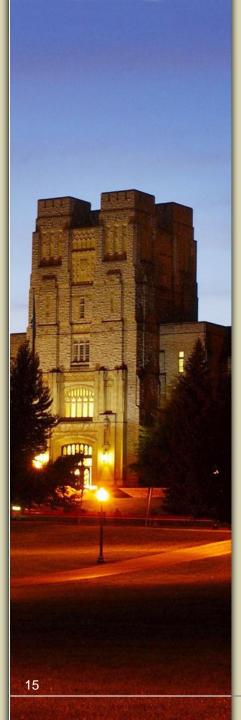
- >Annual one-time research incentive
- >Qualifies after 10% salary recovered
- >Up to 50% of salary recovery over 10%



Faculty Incentive Programs



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Thank you!

