

Department of Physical Therapy

Workload Policy

Approved by the Faculty on December 15, 2004

Introduction

The University of Delaware's Department of Physical Therapy is one of the premier physical therapy programs in the county. It has consistently been rated as one of the top ten graduate physical therapy programs by US News and World Reports and is one of the top three programs in the nation with respect to research publications and external grant funding.^[1] All full-time tenured and tenure-track faculty members in the Department of Physical Therapy (Department) are expected to engage in teaching, scholarship and service. In addition to the Doctor of Physical Therapy (DPT) program, many faculty members are committed to teaching in the Interdisciplinary Ph.D. Program in Biomechanics and Movement Sciences (BMSC). All courses taught in the department are at the doctoral level. The DPT Program operates on a twelve-month basis and requires teaching coverage throughout the year, including all special sessions. Although members of the faculty are normally required to teach only during the spring and fall semesters, there are situations that involve some faculty participation during special sessions because certain required classes are only taught then. For those faculty members who do not teach during special sessions, as described in the Faculty Handbook (III.A.1), it is expected that the summer months will be used "for reading, study, research, and travel related to the professional development of the faculty member as well as for providing a reasonable period for relaxation."

1. Standard Expectations.

The typical assigned teaching load is 9 teaching contact hours each academic year. The typical workload in the department for the academic year is 25% teaching, 60% scholarship, and 15% service. The balance varies by semester and varies across the department faculty.

1a. Standard Teaching Expectations

The DPT Program is a clinical program that requires instruction that prepares students academically as well as to function in the health care environment. Many courses have a significant laboratory component. Courses require significant oversight because of the required hands-on training as well as safety issues. Constant faculty presence, therefore, is required in the teaching laboratories and in the didactic sections of courses. Many courses are team-taught and require a great deal of time and effort on the part of the course coordinator for the course to be successful. Courses taught in the BMSC Program are more traditional doctoral level courses.

Regular courses typically have either 3 or 4 credits assigned to them. Four credit courses typically consist of 6 to 10 contact hours including laboratories. The laboratory experiences are an integral component of these courses and are of a clinical, hands-on, nature, with safety issues paramount. They require constant faculty presence. Many courses have more than one section. All sections require the same faculty presence. Selected courses require a year-round commitment. For example, PHYT 622, Clinical Gross Anatomy requires a twelve-month effort to procure, store, and return laboratory cadavers. PHYT 804, Neurophysiologic Evaluation and Treatment, requires the year round recruitment of older individuals who have had a stroke to volunteer as subjects to make the laboratory component meaningful. Teaching loads for tenured and tenure track faculty members vary from individual to individual and from semester to semester. Additionally, some faculty members may teach in both the DPT Program and the BMSC Program. The chair may consider requests for assignment of reduced teaching loads when faculty members raise their percentage of time devoted to research

Each faculty member is expected to advise students, be available for office hours, attend meetings, and participate on committees. Each faculty member is also required to assist in the development and refinement of the DPT curriculum and to participate in a variety of other department functions, such as student recruitment and selection. The percentage of workload, and how that percentage is calculated is negotiable as consistent with the Collective Bargaining Agreement and University policies and procedures.

Faculty members will be assigned the appropriate teaching credits for each dissertation and/or thesis they supervise as per the Collective Bargaining Agreement.

Teaching loads will be raised if research expectations are not met. For example, if a 50% research effort has been assigned and the level of productivity is below the minimum outlined in the table of page 4 (e.g., less than 2 publications in peer reviewed journal per year or less than 50% effort committed to funded research projects), there would be an appropriate increase to the faculty teaching workload.

Due to the nature of physical therapy courses and the required constant presence of faculty members in lecture and laboratory sections of courses, workload assignment is based on lecture or contact hours. The typical assigned teaching load is nine contact hours each year. As an example, a faculty member could teach one four credit course that includes three hours of lecture and three hours of laboratory every week (six contact hours) and one three credit course that includes three lecture hours per week to attain a typical 25% teaching load.

1b. Standard research/scholarship expectations

It is our philosophy that participation in research and scholarly activity not only enhances the professional reputation of the individual and the department, but is critical to maintain an outstanding faculty that is aware of the most recent advances in the science related to professional practice. Scholarship enhances the teaching mission by exposing students, as well as other faculty and clinical staff to the most recent ongoing research. These

findings may be able to be integrated immediately into practice in the University of Delaware Physical Therapy Clinic.

There are two main measures of research productivity, publications and obtaining extramural funding. It is expected that a faculty member will maintain a productive and nationally recognized scholarly research program as measured by significant and sustained external funding and a publication record commensurate to maintain external funding and stature in the discipline. To protect the faculty from the uncontrollable delays in the publication process, research productivity will be measured based on a 3-year running average. The publication and funding requirements are adjusted according to differences in percent effort in research (see following table).

The following provides an example of effort and minimal scholarly activity expectations for tenured faculty.

% Effort Committed	Publications in Peer Reviewed Journals/yr Research	<u>OR</u>	% Effort to Funded
25 %	≥ 1		25 %
50 %	≥ 2		50 %
75 %	≥ 3		75 %

Secondary indicators of research productivity include non-refereed publications (e.g. books, book chapters) symposium presentations, solicited reviews, invited seminars, and presentations at national and international meetings. These will also be considered when evaluating a faculty member's research and scholarly activity.

1c. Standard Service Expectations:

Each member of the faculty will provide professional service. Due to the wide service delivery skills of faculty, service delivery may include clinical, educational, and healthcare or administrative policy service. Faculty members are encouraged to choose to participate in service activities that best fit their particular talents and the needs of the Department, College, University and broader community. Examples of service activities include, but are not limited to: gratis clinical services and clinical advisement, gratis primary/secondary education and educational advisement and conference organization. Faculty members are also expected to perform the more typical university service such as serving on a variety of Department, College and University committees. All faculty members are also expected to attend department functions such as faculty and committee meetings and participate in the DPT student recruitment and selection activities. The type of service and percentage of workload, and how that percentage is calculated is negotiable as consistent with the Collective Bargaining Agreement and University policies and procedures. Six hours per week devoted to service activities represents 15% of workload.

2. Modified tenured/tenure track faculty workloads.

- a. **Emphasis on Teaching.** A tenured faculty member may ask to emphasize teaching and de-emphasize research in his or her workload and thereby ask to increase teaching load consistent with the decrease in research during the year. Pending Chair approval, the faculty member will have teaching workload percentage increased accordingly.
- b. **Extraordinary Service.** The Chair and faculty member may negotiate an increase in the service role with a concurrent decrease in teaching and/or research. This service must be of a substantial value to the department and may consist of service contributions both on and off campus.
- c. **Low Research Productivity.** The Chair may assign additional teaching or service responsibilities, such as committee work, (that is beyond the typical administered teaching and service loads) to faculty members whose research productivity is below the standard percent effort.
- d. **Other Modifications.** As long as the Chair acts in ways consistent with the Collective Bargaining Agreement and University policies and procedures, he/she retains the flexibility to average workloads over semesters or years, This could occur in a variety of situations including coverage of sabbatical or other leaves, to account for team-taught courses, or to take into consideration courses whose time requirements are substantially more than the 6-10 contact hour standard. The Chair cannot assign a workload that exceeds the limitations specified by the Collective Bargaining Agreement without the informed written consent of the faculty member. If teaching assignments results in an overload, extra compensation will be given at the prevailing rate.

3. Summer Program of Teaching, Scholarship and Research

Faculty members on 9-month academic appointments may elect to include performance on a summer program of teaching, scholarship, and/or research in the annual faculty evaluation. The specifics will be negotiated within the Collective Bargaining Agreement and University policies and procedures.

4. Specify circumstances that will trigger a variation from the standard workload for continuing non-tenure track faculty.

In unusual circumstances, the Chair may approve requests for non-standard workloads that otherwise are consistent with the Collective Bargaining Agreement and University policies and procedures. A continuing non-tenure track faculty member might, for instance, at the Chair's discretion, be granted a course reduction for undertaking additional clinical or service responsibility or as a result of buyout from a grant.

5. Reassignment of workload for any faculty member

When any faculty member, tenured, tenure-track, or continuing non-tenure track is unable to perform the work that has been assigned during the annual planning process, the Chair is responsible for assigning alternative work that is appropriate to ensure that the faculty

member meets their full obligation. This might occur if a course has been cancelled for lack of enrollment. The Chair might, in this example, assign the faculty member to assist with another course being taught in that semester or in a subsequent semester. This should be done in consultation with the faculty member.

6. Revisions.

Any modification to this workload policy must be approved by a majority vote of the faculty, in accordance with the departmental Bylaws, and by the Dean, the AAUP and the Provost.

7. Dissemination.

The Workload Policy will be provided to new faculty members upon their appointment.

Peer institutions include the Physical Therapy programs at the University of Southern California, University of Washington, and University of Pittsburg, which were ranked one, two, and three, respectively, in the most recent ranking of Physical Therapy programs by US News and World Report. The UD Physical Therapy program was ranked fourth in this national survey. Programs ranked just below the UD program include Northwestern University, Emory University, Arcadia University, and the University of Miami.

^[1] Peer institutions include the Physical Therapy programs at the University of Southern California, University of Washington, and University of Pittsburg, which were ranked one, two, and three, respectively, in the most recent ranking of Physical Therapy programs by US News and World Report. The UD Physical Therapy program was ranked fourth in this national survey. Programs ranked just below the UD program include Northwestern University, Emory University, Arcadia University, and the University of Miami.