2.8

Faculty

The number of full-time faculty members is adequate to support the mission of the institution and to ensure the quality and integrity of its academic programs.

Judgment

☑ Compliant ☐ Non-Compliant ☐ Not Applicable

Narrative

Angelo State University (ASU) is in compliance with Core Requirement 2.8. The number of full-time faculty members "is adequate to support the mission of the institution and to ensure the quality and integrity of its academic programs."

The current Angelo State University Mission Statement (Page 1) indicates that "teaching is the foremost area of faculty contribution . . . followed by creative or scholarly activity and service." This statement is complemented by the first goal listed in the Academic Master Plan 2005 (Page 5), which is to "build on the university's tradition of excellence in teaching at all levels in order to maximize learning and student success." ASU's roster of faculty (listed below as "Faculty Roster Form" under the heading Credentials and described in the last paragraph of the narrative) demonstrates the university's superior commitment to teaching, as does OP_06.14_Faculty_Responsibilities_and_Duties.

The student/faculty ratio for the fall of 2008 is 19.7 based on 5690 FTE for all students and 289 FTE for all faculty. Full-time equivalents are defined as 12+ credit hours for undergraduates and 9+ credit hours for graduate students and a teaching load of 12 credit hours a semester for regular faculty and 6 credit hours a semester for academic department heads. The student/faculty ratio has remained fairly static over the past five years at ASU, while both student and faculty FTEs have increased by approximately 10% ([Mini_FactBook_FY09 please see table 37, page 27]). This ratio is well aligned with student/faculty ratios found at ASU's peer institutions according to Peer Institutions July 2007.

Pursuant to the university’s stated mission and goals, ASU Operating Policies and Procedures dictate the manner in which faculty are

- recruited OP_06.13_Faculty_Recruitment_Procedure,
- hired OP_06.04_Appointments_&_Reappoints_to_Faculty & OP_42.03_Grad_Students_Employed_as_Instructors, and
- titled OP_06.08_Faculty_Appointments and OP_06.25_Non-Tenure-Eligible_Titles.

Primary data relevant to faculty are as follows. Data are consistent with IPEDS Human Resources Survey, as of November 1, 2008.

1. Full-time, tenured and tenure-track faculty: 175; 52% of teaching staff. The normal academic workload for full-time faculty members is four lecture courses or the equivalent of twelve semester credit hours of instruction in organized undergraduate classes each long term semester with variations in the twelve hour academic workload to be made at the discretion of the president of the university, dependent upon other academic responsibilities assigned to faculty members. The minimum academic workload for faculty members at ASU who are paid full-time is three lecture classes or the equivalent of nine semester credit hours of instruction in organized undergraduate classes each long semester. (OP_06.02_Academic_Workload_Calculation [please see page 1]).
2. **Full-time, non-tenured faculty: 71; 21% of teaching staff.** This category of faculty is designed to fulfill various teaching needs; e.g., clinical faculty within professional programs (OP_06.25_Non-Tenure-Eligible_Titles).

3. **Part-time faculty: 77; 23% of teaching staff.** Typically, part-time faculty teach either one or two lecture courses or the equivalent of either three or six semester credit hours of instruction in organized undergraduate classes each long term semester. Part-time faculty cannot generally be used in place of regular full-time faculty members. Upon approval by the president of the university, part-time faculty can be used to replace full-time faculty in cases of leaves of absence or other extraordinary circumstances. Otherwise, part-time faculty are to be employed to meet specialized curricular needs of a department which cannot appropriately be met by the full-time faculty and to teach departmental overloads on a temporary basis. (OP_06.08_Faculty_Appointments, please see page 4) and (OP_06.25_Non-Tenure-Eligible_Titles, please see page 6.)

4. **Graduate/teaching assistants: 15; 4% of teaching staff.** Graduate students may be awarded a teaching assistantship upon the approval by the dean of the applicable college, the dean of the College of Graduate Studies, the provost and vice president for Academic and Student Affairs, and the president of the university. The department head is responsible to the dean of the college for the supervision of all teaching assistants in his/her department. In addition to pursuing full-time graduate studies, the teaching assistant will normally have responsibility equivalent to one-half or one-quarter of a full-time teaching load. (OP_42.03_Grad_Students_Employed_as_Instructors; please see pages 3-4).

5. **Faculty load.** Faculty at ASU usually carry a 12-credit-hour teaching load per semester. The average teaching workload hours per fall semester for the past four years are listed below.

- Fall 2005: 11.89
- Fall 2006: 11.7
- Fall 2007: 11.69
- Fall 2008: 11.7

Slight decreases are attributed to reduction in hours in the College of Business due to ongoing realignments as the result of efforts to attain AACSB accreditation.

A reduced teaching load may be granted for a faculty member who has an administrative assignment such as head of a department. (OP 06.02, “Academic Workload Policy,” please see page 2). Reduced teaching loads are approved in two separate categories: department head and program director.

Faculty who serve as department head receive a .50 course load reduction (two courses each long semester) and a .25 course reduction for each of two summer sessions. Duties include

- the representation of his/her faculty to the dean of the college;
- the objective evaluation of the accomplishments of his/her faculty; and
- submission of written recommendations through administrative channels regarding initial appointment, continuing employment, promotion, salary, and tenure of faculty personnel within his/her department (OP 06.01, “Academic Deans and Department Heads,” please see page 3).

Additionally, four tenured faculty serve in the capacity of director or coordinator of programs, services, or units. The list below provides a roster by name, department, area of additional responsibility, and level of release time. Faculty at ASU do not receive additional compensation for their work in directing or coordinating student support services or administrative units.

- Dr. Jeffrey Schonberg (English), Interim Director of the Writing Center: .50 course load reduction per long semester
- Dr. Patricia Hutchinson (Nursing), Director of the Center for Innovation in Teaching and Research: .50 course load reduction per long semester
- Dr. Shirley Eoff (History), Interim Director of the Honors Program: .50 course load reduction per long semester
- Dr. Sharynn Tomlin (Management & Marketing), Director of the Center for International Studies: .50 course load reduction per long semester.

Please see “Faculty Roster” listed under Credentials at the bottom of this page. In the Name column, an F means full-time and a P means part-time. In the Courses Taught column, U means undergraduate and G means graduate-level courses. Off-site faculty members are employed at ASU’s main campus and teach courses in other locations as part of their regular
teaching load.

Sources

Mini_FactBook_FY09
OP_06.01_Academic_Deans_and_Department_Heads
OP_06.02_Academic_Workload_Calculation
OP_06.04_Appointments_&_Reappoints_to_Faculty
OP_06.08_Faculty_Appointments
OP_06.13_Faculty_Recruitment_Procedure
OP_06.14_Faculty_Responsibilities_and_Duties
OP_06.25_Non-Tenure-Eligible_Titles
OP_42.03_Grad_Students_Employed_as_Instructors
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Credentials

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Faculty_Roster_Form

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