

**Workload Report
Department of Theatre and Dance
January 2022**

The Department of Theatre and Dance has a workload level of 4 units for tenure and lecture faculty. The baseline account of these units is considered 3 units of teaching (3 course load per semester) and 1 unit of service, with an additional element of a research agenda that faculty members engage in throughout their careers at UNM.

This baseline flexes for some tenure and lecture faculty: theatre and dance historians may have a 3/2 teaching load and design faculty a 3/2 load due to the work they do during our rigorous production season and running the scene, lighting and sound, and costume build shops. A full-time faculty member in the design area fulfilling the Technical Director position for all productions in three theaters has a 2/2 course load. This position provides an enormous level of service in running the theaters and productions, thus has a reduced baseline course load. Lecture faculty have a 4/4 teaching load per academic year. Lecture faculty are not charged with a research agenda.

During the course of an academic year, theatre and dance faculty who are not the academic historians in the department have an artistic director role that rotates among faculty. Due to the many labor hours of directing a show, the department allows a course release for the director. A faculty member who is directing during one semester in the year would have a 3/2 load that year. Directing shows in our Department of Theatre and Dance production season partially counts toward the faculty’s research agenda. To align with this workload balance, the historians are given a 3/2 workload in consideration of the time put into their research agenda and publishing. This parallels the directing faculty workload and offers equity in workload.

Teaching/Scholar & Creative Work/Service Workload Template

Faculty	Teaching	Scholarship/Creative Work	Service
Assistant, Associate and Full Professors in theatre and dance	60% 3/3	20%	20%
Assistant, Associate and Full Professors in Theatre and Dance history/theory	50% 3/2	30%	20%
Assistant, Associate and Full Professors in Theatre and Dance directing a show in one Academic Year	50% 3/2	30%	20%
Assistant, Associate, and Full Professors in Design	50% 3/2	30%	20%

Technical Theater Director Assistant, Associate, and Full Professor in Design	40% 2/2	20%	40% Technical director runs all theaters in the department and oversees all productions
Lecturer I, II, III Senior Lecturer I, II, III Visiting Lecturer I, II, III	80% 4/4	0%	20%
Senior Lecturer in design	50% 3/2	0%	50% Lecturer position in costume design oversees the costume shop with the costume professor, mentors student designs and designs and builds costumes for production season

Mitigating Factors

Administrative course release is given to the Head of Dance, Head of Design and Head of Theatre each semester. The hours of labor that the heads of programs engage in is considered rigorous enough to justify a one course load release each semester.

When the need for a teaching overload is identified, the overload assignment and compensation is negotiated with the faculty member and Chair.

Department of Theatre and Dance Committee Service

All tenure faculty are charged with 1 unit of service each semester for committee work, which can be a special or high intensity committees within the department (beyond the regular department council and program council meetings) or a college level or university level committee. Many faculty members serve on more than one committee. Committee service rotates among faculty, so that high intensity committees are not always served by the same faculty members.

Committee Workload Template

Committee name	Faculty Rank	Committee Intensity
Faculty Senate, university level	Assistant, Associate, or Full Professor	Low
Research Allocations Committee – RAC, university level	Associate or Full Professor	High
Personnel Committee, College of Fine Arts level	Full Professor	High

Curriculum Committee, College of Fine Arts level	Associate or Full Professor	Medium
Assessment Committee/Assessment Representative for program, College of Fine Arts level	Assistant, Associate, or Full Professor	High
Scholar and Creative Work Committee, College of Fine Arts level	Associate or Full Professor	Medium
Scholarship Award Committee, College of Fine Arts level	Assistant, Associate, or Full Professor	Low
Strategic Planning Committee, College of Fine Arts level	Assistant, Associate, or Full Professor	High
Graduate Faculty Committee, Department level	Assistant, Associate, or Full Professor	Medium
Recruitment Task Force, Department level	Assistant Professor	New committee, we do not yet know the intensity of this committee work
Search Committee, Department level	Assistant, Associate, or Full Professor	High

The Chair of the department has oversight of committee assignments and each year reviews who is working on which committees. Special attention is given to faculty members in tenure track, that they serve beyond the department but not too much. It is also noted that some faculty members engage in committees outside of the department and college when invited, such as on the Latin American-Iberian Institute and search committees.

Dean Approved: 03/03/2022

Provost Approved: 03/14/2022

To Be Reviewed: 2023