

FACULTY EXECUTIVE COMMITTEE

Two course (six-seven contact hour) reduction:

Math/Comp Sci
Government
Psychology
Exercise Science
Philosophy/Religion
Biology
Chemistry
Economics
History
Soc/Anthro/Social Work
Theater
Dance

One course (three-four contact hours) reduction :

Education
Physics
American Studies
Geosciences
Classics

Program Directors

One course (three contact hours) reduction :

International Affairs
Environmental Studies
Women's Studies
Neuroscience

Endowed Chairs

One course (three contact hours) reduction for each of the twelve endowed chairs

Committee Chairs

One course (three contact hours) reduction for the chairs of CAPT, CEPP, and FEC

Rationale:

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specifically the TEACHING STRENGTH calculated by the Registrar for each department. The number of course reductions were then distributed as follows:

Teaching Strength	Course Reductions
10 or more	3
6-9	2
5 or less	1

Over the years 2002-2005, the classifications of most departments according to this system did not change. In two cases, a change occurred, and the number of reductions was guided by their ranking in terms of their “Number of 1st Majors.”

There was a consensus among task force members that chairs should not be allowed more than three course reductions, and that the position of Associate Chair should be eliminated.

Course reductions for these program chairs are based on rankings according to the “Number of 1st Majors.” The taskforce recommends course reductions for the four largest interdisciplinary programs only.

There was a consensus on the committee that Endowed Chairs should not be allowed more than one course reduction, in order to make course reductions uniform.

PART II: Additional Policy Recommendations:

- The current ethos among Skidmore Faculty is that service, including chairing and directing, is dependent on a person’s “willingness” and is not a faculty obligation. As a result, course reductions have become a routine bargaining chip. The Faculty Handbook needs to be revisited to emphasize the fact that faculty are expected to serve as department chairs and program directors.

- We need to standardize the procedures for granting course reduction999k

* Directors of interdisciplinary programs should also be allowed to substitute at least \$3400 per course reduction for directing (not into the base)

* Allow chairs/directors additional travel to read and faculty development funds if needed and provide 'banking' opportunities for these funds.

* Provide chairs/directors f