

# HONORS COLLEGE, FACULTY WORKLOAD ASSESSMENT



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# HONORS COLLEGES

- 1930s Swarthmore College
  - > Focused on academically gifted students
- National Collegiate Honors Council (NCHC)
  - > NCHC Executive Committee
    - 1994 basic characteristics of a fully developed honors program
    - 2003 – basic characteristics of a fully developed honors college
- N.C. A&T Honors Program enrollment, Fall 2021 – 997 students

UNC Institution	Enrollment (F2019)
ECU	662
UNCC	746
UNCG	590
UNCP	265
UNCW	662
<b>OTHERS</b>	
Texas Tech	30
U of Alabama	8266
Clayton U	--
Bennett	--

## *Opportunities*

- Recruit and retain high-achieving students
- Increase visibility and stature
- Strengthen intellectual climate...for all
- Build intellectual community
- Establish an additional alumni classification and branding

## *Best Practices and Caveats*

- Best Practices
  - > Dean
  - > Tight control of admissions standards
  - > Senior thesis or creative project
  - > Co-curricular activities
  - > Faculty oversight
  - > Buy-in by all academic colleges
  - > Designated space
- Caveats
  - > Resource intensive
  - > Equity in resourcing
  - > Perceptions of equity

## NEXT STEPS

- Acquire more inputs
- Examine additional data
- Finalize the concept and resource needs
- Propose establishment of an honors college



- **R1 Carnegie Ranking requires:**
  - > Increasing scholarly products
  - > Increasing research expenditures
  - > Increasing proposals submitted and awarded
  - > Increasing all activities that support the above
  - > Assessing and optimizing workload
  
- **Workload matters because it:**
  - > Impacts productivity and quality
  - > Undermines student experience
  - > Influences perceptions of the university
  - > Impacts quality of teaching, advising and research
  - > Affects morale and job satisfaction
  - > Impedes buy-in for change and growth



# Components of Faculty Workload

## # Courses

# Courses or course sections taught each semester

## Course Sizes

# of students in each course; student credit hours

## Advising Loads

Undergraduate students, graduate students, project teams



## Product Reqs.

Award dollars, # funded projects, papers, books, patents

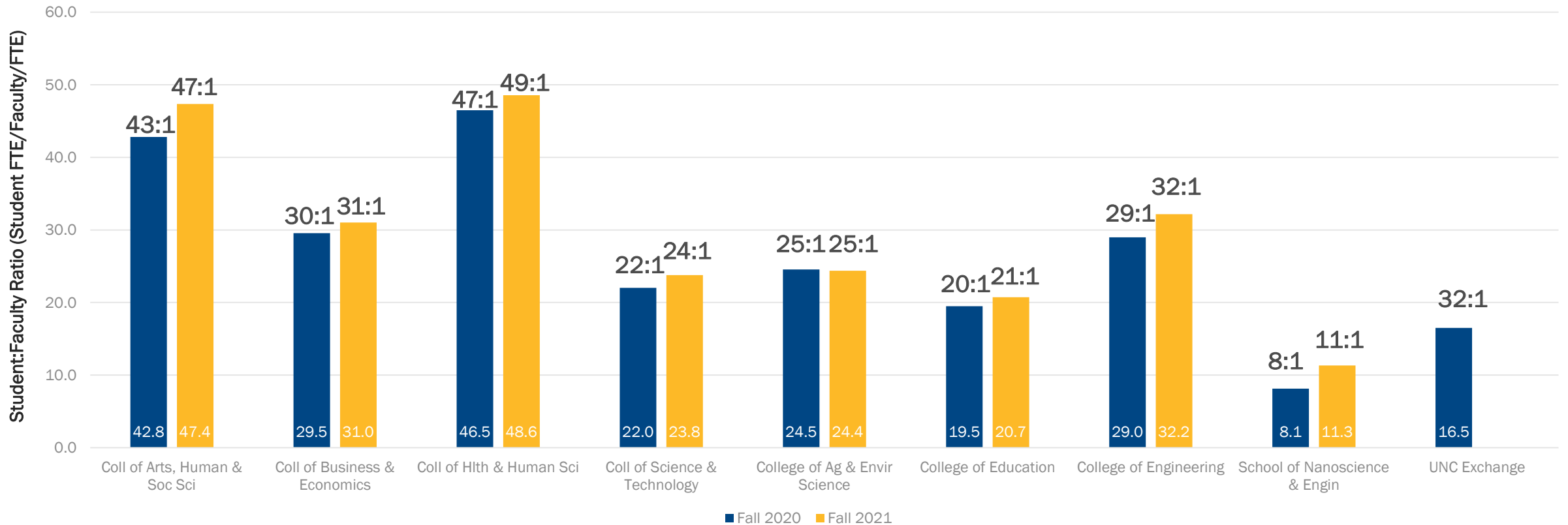
## Service Reqs.

Department, College, University, Community, Professional societies

## Hidden Loads

Administrative loads to run research and scholarly enterprises, networking, travel, etc.

Fall 2020 and Fall 2021 Student:Faculty Ratio by College for Tenure and Tenure-Track Faculty Only (Student FTE/Tenured and Tenure-Track Faculty FTE)



# Faculty Workload Process

Contractor-led Faculty Workload Study

