

Department of Marketing
Addendum to FPAP
Work Load Tracks for Non-Tenure Positions

This addendum to the FPAP recognizes the role of faculty with non-tenure appointments. As listed in Table 4, the plan has three work assignment tracks for non-tenure earning instructor and lecturer positions.

Table 4
Workload Assignment Tracks

Track	Academic Year Teaching Assignment (or equivalent)
A	8 courses
B	7 courses
C	6 courses

Table 5 contains the target weights for teaching, research and service for the non-tenure track instructor and lecturer FPAP options.

Table 5
Evaluation Weights by Workload Assignment for Instructor and Lecturer Positions

Professional Activity	Track A 8-Courses	Track B 7-Courses	Track C 6-Courses
Teaching	90%	70-80%	60-70%
Research	0%	10%	10-20%
Service	10%	10-20%	10-30%

Workload Assignment and Evaluation Procedures

1. Upon hire, faculty members appointed to instructor or lecturer positions will request a track assignment in consultation with the Chair. It is normally expected that Instructors will be assigned to Track A. Lecturers will normally be assigned to Tracks B or C. Faculty requesting Tracks B or C will also request target weights for teaching, research, and service within the ranges specified. The Chair and Dean will make the final decision on the initial track assignments and target weights.
2. All other aspects of work assignments, change procedures, and assessment of performance will be made using the policies and procedures outlined in Part I of the FPAP.
3. Evaluation of teaching, research, service, and other activities will be made as outlined in Part II of the FPAP.