**University of Vermont Faculty Workload Plan - Part A**

Name: Rank: Dept.:

Appointment Type: \_\_\_ 9-month \_\_\_ 10-month \_\_\_ 12-month FTE:

Workload for the period \_\_\_\_\_\_\_\_\_ to \_\_\_\_\_\_\_\_\_\_ Check here if this is a revised plan: \_\_\_

***Teaching and Advising Activity***

**1.a. Instruction** in regular academic courses that are taught “on-load”

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Teaching** | |  |  |  |  |
| **Semester** | **Course Number** | **Course Name** | **Credits** | **Assigned CE (Appendix A)** | **%FTE** |
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**1.b.** **Other teaching activities** *(e.g. independent studies)*

FALL:

SPRING:

**Assignment Distribution 1a and 1b above %\_\_\_\_\_\_\_\_**

**2.** **Academic Advising** i.e., Advising students about their program of academic study and assisting them in course and program selection.

|  |  |  |  |
| --- | --- | --- | --- |
| **Advising Role** | **# Students** | **1%FTE Equivalent** | **%FTE** |
| Undergraduate Advisees |  | 6 |  |
| Graduate Advising Primary |  | 1 |  |
| Graduate Advising Professional (MLS) |  | 3 |  |
| Graduate/Honors Committee Membership |  | 5 |  |
| Honors College Primary Theses |  | 2 |  |
| Undergraduate Capstone/Thesis/Internship |  | 6 |  |
| **Total Advising FTE** |  |  |  |
| *Advisers may not take on advising and mentoring duties that exceed 10%FTE without prior approval during workload planning.*  *Inclusion of students in Advising FTE reporting precludes inclusion of research/internship/project/capstone courses listed under instruction.* | | | |
| *Please list names of graduate, honors college, capstone and internship students directly mentored as primary advisor.* | | | |

**Assignment Distribution – advising % \_\_\_\_\_\_\_\_**

**Total Teaching and Advising Assignment 1a, 1b and 2 (above) Distribution %**\* **\_\_\_\_\_\_\_\_**

***Scholarship/ Research/Creative Activity***

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| --- | --- | --- | --- |
| ***Focus Area*** | ***Estimated %FTE*** | ***Key Products or Outcomes*** | ***Specific Role / Responsibilities*** |
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|  |  |  |  |
| **Total** |  | *Total Scholarship may not exceed 40% without prior approval.* | |

**Assignment Distribution %\*\_\_\_\_\_\_\_\_**

***Community/University/Professional Service Activity (including Clinical Practice for Clinical Faculty that does not involve the instruction of students)***

Note: List only service activities that are considered part of the assigned workload

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ***Service Type (RSENR, UVM, commun., Professional)*** | ***Service Description*** | ***Role -Contribution*** | ***Estimated hours/month*** | ***Estimated %FTE*** |
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|  |  |  |  |  |
| **Total** |  |  | |  |
| *May not exceed 20% FTE (TT Faculty) or 4%FTE (Lecturers) without prior approval* | | | | |
| *Note that 1 hour of work per week (4 hrs/month) is approximately 2.5% Effort* | | | | |

**Assignment Distribution %\*\_\_\_\_\_\_\_\_**

***Administrative Assignment***

**Assignment Distribution %\*\_\_\_\_\_\_\_\_**

**Equity and Inclusion (Planned Activities and Professional Development):**

Please highlight 3 goals centered around integrating DEI into your teaching, research, service or professional development activities over the next year. Consider the following prompts for ideas:

* *What are your goals/strategic priorities for integrating DEI into your teaching and advising? Please include specific outcomes and objectives. (Possible areas to consider include syllabi, course content, intercultural facilitation skills/practices, and capacity to address challenging conversations in the classroom).*
* *What are your goals/strategic priorities for integrating DEI into your research? Please include specific outcomes and objectives. (Possible areas to consider are lab policies and practices, recruitment activities, and outreach/application of research results).*
* *What are your goals/strategic priorities for integrating DEI into your service work? Please include specific outcomes and objectives. (Consider your work in RSENR, at UVM, within the community, and with your professional organizations).*
* *What professional development activities will you need to integrate DEI activities into your work? Please include specific outcomes and objectives.*
* *What additional support do you need to achieve your goals?*
* *What are the obstacles to meeting these goals/outcomes?*

***Other Expectations or Plans*** (special leave, professional development, etc.)

Is overload or summer assignment anticipated? \_\_\_ Yes \_\_\_ No

If ***yes***, please submit a Workload Plan Part B.

**Total Assignment Distribution %\*\_\_\_\_\_\_\_\_**

***\* Percentage of Assignment Distribution Must Total, But Not Exceed, 100%***

Faculty members are responsible for knowing the relevant guidelines and expectations for successfully achieving reappointments, promotions and tenure.

\_\_\_ Please check if additional documents are attached to this form.

/

Faculty Member Date

/

Chair’s Approval Date

/

Dean’s Approval Date

Please note: If a faculty member’s work changes significantly, a revised workload must be completed, signed, and copied to the University Contract Administrator. A copy of this workload plan, as well as revised workload plans, will be provided to United Academics upon their request.

Updated October 2021

# Appendix A: AY 2022/2023 Course Equivalents for regularly offered courses

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Program** | **#** | **Course** | **Credits** | **Enrol.** | **SCH** | **Suppl** | **AY 22/23 Final CE** | **Notes** |
| ENSC | 1 | Intro Esci | 3 | 120 | 360 |  | **2.0** | Varies by semester enrollment |
| ENSC | 9 | Orient to Esci | 1 | 125 | 125 |  | **1.0** |  |
| ENSC | 130 | Global Environ. Assesmt | 3 | 120 | 360 | 0.5 | **2.5** | lab supp |
| ENSC | 160 | Pollutant Mvmt | 4 | 120 | 480 | 0.5 | **2.5** | with lab (2 with lec only) |
| ENSC | 201 | Recovry & Restor Altered Ecosys | 4 | 75 | 300 | 0.5 | **2.5** | lab supp |
| ENSC | 202 | Appld Envir Assess Analysis | 4 | 75 | 300 |  | **2.0** |  |
| ENSC | 274 | SU:Climate Chg: Sci & Percept | 3 | 45 | 135 |  | **1.0** |  |
| ENSC | new | Climate Change | 3 | 120 | 360 |  | **2.0** |  |
| ENVS | 1 | Intro to Environ. Studies | 4 | 250 | 1000 | 0.5 | **2.5** | lab supp |
| ENVS | 2 | D2:SU:International Env Studies | 4 | 220 | 880 | 0.5 | **2.5** | lab supp |
| ENVS | 101 | Academic Planning Wrkshp | 1 | 75 | 75 |  | **0.5** |  |
| ENVS | 165 | Enviro Literature, Arts, Media | 3 | 45 | 135 |  | **1.0** |  |
| ENVS | 181 | Environ. Justice | 3 | 45 | 135 |  | **1.0** |  |
| ENVS | 188 | SU:Sustainability Science | 3 | 75 | 225 |  | **1.5** |  |
| ENVS | 201 | Research Methods | 3 | 45 | 135 | 0.5 | **1.5** | HCOL supp |
| ENVS | 204 | Climate, Forest, Community | 3 | 25 | 75 | 0.5 | **1.0** | SL supp |
| ENVS | 237 | Human Ecology in the Arctic | 3 | 45 | 135 |  | **1.0** |  |
| ENVS | 237 | Women Health Env | 3 | 45 | 135 |  | **1.0** |  |
| ENVS | 294 | SL: Environmental Education | 3 | 45 | 135 |  | **1.0** |  |
| FOR | 1 | Forest Conservation | 3 | 50 | 150 |  | **1.0** |  |
| FOR | 21 | Dendrology | 4 | 90 | 360 | 0.5 | **2.5** | lab supp |
| FOR | 95 | Intro to Forestry and Wildlife | 1 | 50 | 50 |  | **0.5** |  |
| FOR | 111 | Nat Res Ecol and Assessmt | 4 | 75 | 300 | 0.5 | **2.5** | lab supp |
| FOR | 112 | SL:Nat Res Ecol & Assessment 2 | 4 | 50 | 200 | 0.5 | **2.0** | lab supp |
| FOR | 122 | Forest Ecosystem Analysis\* | 4 | 20 | 80 | 0.5 | **1.0** | lab supp |
| FOR | 223 | Multi-Resource Silviculture | 4 | 30 | 120 | 0.5 | **1.5** | lab supp |
| FOR | 233 | Management of Forest Woodlots1 | 3 | 30 | 90 |  | **0.5** |  |
| FOR | 272 | Sustain Mgmt Forest Ecosys | 4 | 30 | 120 | 0.5 | **1.5** | lab supp |
| GEOL | 7 | Earth Hazards | 3 | 200 | 600 |  | **2.0** |  |
| HCOL | 0xx |  | 3 | 25 | 75 | 0.5 | **1.0** | HCOL |
| HCOL | 1xx |  | 3 | 25 | 75 | 0.5 | **1.0** | HCOL |
| MLS | 311 | Leadership for Sustainability | 3 | 20 | 60 |  | **1.0** |  |
| MLS | 312 | Power, Privilege and catalyzing change | 3 | 20 | 60 |  | **1.0** |  |
| MLS | 388 | Ecological Leadership Seminar | 3 | 20 | 60 |  | **1.0** |  |
| MLS | 389 | Ecological Leadership Practicum | 3 | 20 | 60 |  | **1.0** |  |
| NR | 16 | Ecological Citizenship | 3 | 70 | 210 |  | **1.5** |  |
| NR | 21 | Speaking and Listening | 3 | 75 | 225 |  | **1.5** |  |
| NR | 61 | Place Based Education | 3 | 45 | 135 |  | **1.0** |  |
| NR | 102 | SU:Water as a Natural Resource | 3 | 45 | 135 |  | **1.0** |  |
| NR | 107 | Human Health and Envir. | 3 | 75 | 210 |  | **1.5** |  |
| NR | 140 | Applied Environ Statistics | 4 | 70 | 280 | 0.5 | **2.5** | lab supp |
| NR | 141 | Intro to Ecological Economics | 3 | 50 | 150 |  | **1.0** |  |
| NR | 142 | Intro to Environ. Policy | 3 | 50 | 150 |  | **1.0** |  |
| NR | 143 | Intro to Geog Info Systems | 3 | 120 | 360 | 0.5 | **2.5** | lab supp |
| NR | 146 | Remote Sensing of Natural Res | 3 | 60 | 180 | 0.5 | **2.0** |  |
| NR | 153 | Intro to Environ. Policy | 3 | 45 | 135 |  | **1.0** |  |
| NR | 199 | Honors Seminar | 1 | 30 | 30 | 0.5 | **0.5** | HCOL |
| NR | 220 | Landscape Ecology | 3 | 45 | 135 |  | **1.0** |  |
| NR | 228 | Ecosystems Ecology | 3 | 45 | 135 |  | **1.0** |  |
| NR | 242 | Adv Geospatial Techniques | 3 | 45 | 135 |  | **1.0** |  |
| NR | 243 | GIS Practicum | 3 | 25 | 75 | 0.5 | **1.0** | lab supp |
| NR | 250 | Limnology | 4 | 44 | 176 | 0.5 | **1.5** | lab supp |
| NR | 254 | Advanced Nat Res Policy | 3 | 45 | 135 |  | **1.0** |  |
| NR | 264 | SL: C Ross Env Publ Serv Pract | 3 | 22 | 66 | 0.5 | **1.0** | SL supp |
| NR | 280 | Stream Ecology | 4 | 45 | 176 | 0.5 | **1.5** | lab supp |
| NR | 288 | Ecol Design and Living Tech | 3 | 50 | 150 | 0.5 | **1.5** | lab supp |
| NR | 289 | Advanced Ecological Design | 3 | 25 | 75 | 0.5 | **1.0** | lab supp |
| NR | 293 | Environmental Law | 3 | 45 | 135 |  | **1.0** |  |
| NR | 306 | Envisioning a Sustainable Future | 3 | 20 | 60 |  | **1.0** |  |
| NR | 341 | Ecological Economics Theory | 3 | 20 | 60 |  | **1.0** |  |
| NR | 352 | Ecological Economics in Practice VT | 3 | 20 | 60 |  | **1.0** |  |
| NR | 342 | Ecosystem Services | 3 | 20 | 60 |  | **1.0** |  |
| NR | 395 | Applied Ecology, Envi & Society | 3 | 20 | 60 |  | **1.0** |  |
| NR Core | 1 | Nat. Hist. and Human Ecology | 4 | 220 | 880 | 0.5 | **2.5** | lab supp |
| NR Core | 2 | Natural Hist & Human Ecology 2 | 4 | 220 | 880 | 0.5 | **2.5** | lab supp |
| NR Core | 6 | D1:Race & Culture in NR | 3 | 25 | 75 |  | **0.5** | 0.5 Facilitator, 1.0 lead |
| NR Core | 9 | VT: Natural & Cultural Hst | 4 | 88 | 352 | 0.5 | **2.5** | lab supp |
| NR Core | 95 | Critical Refl. And Dial | 1 | 25 | 25 | 0.5 | **0.5** |  |
| NR Core | 103 | Ecology, Ecosys., Environ. | 3 | 135 | 405 |  | **2.0** | Varies by semester enrollment |
| NR Core | 104 | Social Proc. and the Environ. | 3 | 135 | 405 |  | **2.0** | Varies by semester enrollment |
| NR Core | 205 | Ecosystem Mgt: Intg Sci, Soc, Pol | 3 | 90 | 270 |  | **2.0** | Varies by semester enrollment |
| NR Core | 206 | Env Prob Solv and Impact Assess | 4 | 90 | 360 | 0.5 | **2.5** | SL supp |
| PRT | 10 | Intr Sustainable Rec and Tour. | 3 | 75 | 225 |  | **1.5** |  |
| PRT | 50 | Tourism Planning | 3 | 75 | 225 |  | **1.5** |  |
| PRT | 120 | Parks & Protected Areas | 3 | 75 | 225 |  | **1.5** |  |
| PRT | 138 | Landscape Arch for Parks | 4 | 35 | 140 | 0.5 | **1.5** | lab supp |
| PRT | 149 | Wilderness Edu. And Leadership | 3 | 45 | 135 |  | **1.0** |  |
| PRT | 157 | Ski Area Management | 4 | 30 | 120 |  | **1.0** |  |
| PRT | 158 | Resort Mgmt and Marketing | 3 | 45 | 135 |  | **1.0** |  |
| PRT | 230 | Ecotourism | 3 | 45 | 135 |  | **1.0** |  |
| PRT | 235 | Outdoor Recreation Planning | 3 | 70 | 210 |  | **1.5** |  |
| PRT | 255 | Environ. Interpretation | 3 | 45 | 135 |  | **1.0** |  |
| PRT | 258 | Entrepreneurship Rec&Tourism | 3 | 50 | 150 |  | **1.0** |  |
| WFB | 74 | SU: Wildlife Conservation | 3 | 75 | 235 |  | **1.5** |  |
| WFB | 117 | Scientific Writing and Interpr | 3 | 60 | 180 |  | **1.5** |  |
| WFB | 130 | Ornithology | 3 | 75 | 225 |  | **1.5** |  |
| WFB | 131 | Field Ornithology | 2 | 45 | 90 | 0.5 | **1.0** | lab supp |
| WFB | 141 | Field Herpetology | 4 | 45 | 180 | 0.5 | **2.0** | lab supp |
| WFB | 161 | Fisheries Biology and Techniques | 4 | 45 | 180 | 0.5 | **2.0** | lab supp |
| WFB | 174 | Prin. Of Wildlife Mgmt | 3 | 75 | 225 |  | **1.5** |  |
| WFB | 195 | Fisheries Biology | 3 | 45 | 135 |  | **1.0** |  |
| WFB | 224 | Conservation Biology | 4 | 75 | 300 | 0.5 | **2.5** | lab supp |
| WFB | 232 | Ichthyology | 3 | 75 | 225 |  | **1.5** |  |
| WFB | 261 | Fisheries Management | 3 | 45 | 135 |  | **1.0** |  |
| WFB | 275 | Wildlife Behavior | 3 | 75 | 225 |  | **1.5** |  |
| WFB | 283 | Terrestrial Wildlife | 4 | 45 | 180 | 0.5 | **2.0** | lab supp |
| WFB | new | New WFB techniques / methods course | 3 | 50 | 150 | 0.5 | **1.5** | lab supp |