

Policy on Minimum Appointment for Newly Hired Faculty Members  
Lucas College of Business  
Adopted October 23, 2017

At the Lucas College, newly hired faculty members are generally offered two course teaching loads in their first four semesters of teaching. This a one course reduction each semester from the standard load assigned to scholarly academic faculty. To maximize interaction among our tenure-line faculty and students, and to ensure that faculty members develop a portfolio that meets the threshold for number of sections and variety of courses taught, **newly hired faculty members at the Lucas College will generally not be approved to have teaching loads of less than two courses during their first four semesters of teaching.** This 2-course teaching load cannot be reduced by other opportunities for release time offered by the College or University. Release time funded by other sources (e.g. federal grants) will be granted only in cases where a reduced teaching load neither negatively impacts the quality of the College's offerings nor the strength of a faculty members retention, tenure, and promotion portfolio.

Rationale

SJSU and Lucas College faculty careers involve a balance of teaching and research, with significant service contributions at all levels of the university. Faculty are hired, retained, tenured, and promoted on the basis of a portfolio of achievements and productivity in teaching, research, and service. In the teaching arena, successful portfolios typically provide evidence of a faculty member effectively teaching a significant number of sections, and a variety of courses in the faculty member's discipline. This ensures that we maintain a rich interaction between our tenure line faculty and our students, which is key to the College's ability to provide a high quality, high value, and relevant education.