

DEPARTMENT OF PHYSICS

POLICY ON FACULTY RESPONSIBILITIES RATIONALE

Rationale

The goal of the Department of Physics is the advancement of the ideas and practice of physics within the framework of UMBC's overall goal of being a top rate, medium sized research university that cares for the intellectual welfare of its undergraduate and graduate students, and the professional growth and fulfillment of its faculty. The faculty of the Department of Physics accomplishes its goals by dedication to the teaching of both undergraduate and graduate students, by involvement in outstanding research programs and by service within the university and to the profession.

Faculty members in the Department of Physics strive for success in all their activities. The undergraduate program can be said to be successful if the students who graduate and who want to enter gainful employment are qualified to find satisfying jobs and if the students who want to go on to graduate school are given the opportunity to compete successfully for entrance to the most prestigious schools.

The research and graduate programs of the department can be said to be successful if they attain international status due to their quality, originality and productivity and if the students who graduate are qualified to find employment in their chosen professional careers.

TEACHING, SCHOLARSHIP AND SERVICE

The Department of Physics recognizes that its overall success depends on the interrelationship of all its activities. It recognizes that the best instruction comes from a faculty involved in strong research programs, and dedicated to scholarship and learning. It recognizes that students learn from the faculty both in and out of the classroom, and that careful student advisement, individual instruction, tutoring, mentoring, and thesis direction are important aspects of a faculty member's responsibilities. It recognizes that service to the department, the university, the State community and the physics profession is important to the functioning of the university.

PROCEDURES

The Department's workload policy will be determined by the faculty consistent with UMBC's policy on faculty responsibilities and implemented by the chair in consultation with the faculty.

GUIDELINES

The standard distribution of responsibility for faculty time will be approximately 45%, 45% and 10% between research, teaching and service, respectively.

The standard teaching responsibility for a faculty member within the

Department of Physics is five course units per year. The teaching responsibility of faculty members will encompass in general both graduate and undergraduate instruction. It is expected that, with rare exceptions, the teaching responsibilities of the faculty will reside in the Department. Faculty are encouraged to direct undergraduate research projects.

Regular faculty members are expected to pursue active research programs, including seeking external funding, publishing scholarly articles in peer reviewed journals, presenting papers at professional meetings, and directing independent research by masters and doctoral graduate students. Faculty are encouraged to serve their profession in such ways as serving on journal editorial boards, peer reviewing of journal articles and grant proposals for funding agencies. Faculty members are also encouraged to provide consultation with outside organizations in accordance with university policy.

Faculty are expected to contribute to the functioning of the Department and the university by serving on curriculum committees, advising students, organizing seminar series, serving on the Faculty Senate and its standing committees or on the Graduate Council.

An important consideration is that faculty members have individual strengths and interests, and that there are cycles in the creative process that are balanced by periods of consolidation. Equity is promoted by ensuring that all differences in individual responsibilities are justified by compensating differences in other responsibilities.

Exemption from the normal teaching responsibility will be made in accordance with university policy. Such exemptions are expected to be justified for those faculty members whose responsibilities in research, teaching, or service greatly exceed the standard expectation. Examples in instruction could include, but are not limited to, class size, development of new courses, and modality of instruction. In research, such responsibilities could include, but are not limited to, overseeing external research funding or assignment of additional time for research activities supported by the Department. In administration, such responsibilities could include, but are not limited to, the duties of the Chair, Associate Chair, the Graduate Program Director, or the Advising Coordinator. In service, such responsibilities could include, but are not limited to, serving as an important officer on a key university committee, serving as the editor of a professional journal or serving on the steering committee of a national professional meeting.