



Northeastern University

College of Social Sciences and Humanities

Department of World Languages and Cultures

Full-time Faculty Workload Policy for the Department of World Languages and Cultures College of Social Sciences and Humanities

Approved by the Department 1/13/2026

Approved by the Dean 2/21/2026

Approved by the Provost March 16, 2026

- 1. Overview:** The Department of World Languages and Cultures, hereafter referred to as the WLAC Department, is approving this policy in compliance with the Faculty Handbook statement on faculty workloads approved by the Faculty Senate on April 4, 2017 and approved by the Board of Trustees on June 7, 2017 and with the workload guidelines subsequently issued by the Office of the Provost. The mission of CSSH in the Experiential Liberal Arts is to produce cutting-edge knowledge about and solutions to the political and social problems of our contemporary world; and to foster ethical reasoning and critical thought, with attention to the enduring significance of history, literature, and culture. Our goal for faculty in the College of Social Sciences and Humanities is to cultivate engaged researchers, excellent teachers, and equity in distribution of service obligations. We recognize that within our experiential liberal arts model research, teaching, service and professional development complement one another and often overlap.

The mission of the WLAC Department is to provide students with the linguistic proficiency and intercultural insights that they will need to function effectively in non-English-speaking contexts. Full-time faculty members are involved in three types of activities: research and/or professional development, teaching, and service. Being research-active or active in professional development means engaging with scholarship and attending scholarly conferences or workshops related to the Department's mission, disseminating scholarly work in peer-reviewed journals or scholarly books and/or presenting at scholarly conferences, disseminating knowledge and/or engaging with academic and non-academic audiences and communities, actively seeking internal and external funding, and meaningfully engaging students in scholarship (subject to disciplinary variation). Teaching includes the leading of courses, independent studies, and directed studies, and advising and mentoring students. Service activities within the

university include committee work, advising student organizations, and involvement in roles that contribute to the Unit, College, and University. Service to the profession includes serving as a reviewer, contributing editorial work, and serving as an elected officer within professional organizations. Faculty will work with the Chair to balance service effectively within the university and profession. Faculty are expected to contribute to the professional development of disciplines by promoting the discovery and dissemination of knowledge in their fields through activities such as participation in professional organizations, seminars, and colloquia relevant to the individuals' academic interests and teaching mission.

2. **Appointments:** According to the Faculty Handbook, the full-time Teaching Faculty of the University is composed of tenured and tenure-track faculty members as well as non-tenure-track faculty members. Specifically, tenured and tenure-track faculty members carry special responsibilities with respect to the creation and maintenance of high-quality research programs, and tenured faculty members with respect to the promotion of tenured and tenure-track faculty members. Non-tenure-track faculty members are responsible for advancing the teaching, engagement, and service missions of the academic unit and engaging in professional development to those ends. They also contribute to the governance of their units, the college and the university. Each type of appointment carries a distinct workload effort that reflects the responsibilities and performance expectations of each faculty member. Percentages and ranges of assignments are approximate standardizations appropriate to ranks.

Jointly appointed faculty members carry a primary obligation to the tenure-home (or, for non-tenure-track faculty, designated-home) unit and a secondary obligation to the non-tenure or other unit. The work effort of jointly appointed faculty members is proportional to the percentage of the appointment. The work effort of jointly appointed faculty reflects the expectations of the type of appointment (e.g., tenure-track, tenured, etc.). Work effort between the two academic units should total 100%. For joint appointments that are not evenly split, the relative responsibilities in teaching should rotate on a regular basis. Unit heads should coordinate the details of these arrangements with one another and in consultation with the jointly appointed faculty member.

Full-time Faculty with 50% or more administrative load (e.g., Department Chair or Associate Dean) are not covered in these guidelines.

The workload policy in the WLAC Department specifies the distribution of effort, by type of appointment, as follows:

2.1 Full-time Non-Tenure-Track Teaching Professors and Lecturers (Assistant Teaching Professor/Associate Teaching Professor/Full Teaching Professor/Lecturer/Senior Lecturer/Principal Lecturer): Full-time non-

tenure-track teaching professors and lecturers hold contractual, term appointments as members of the Teaching Faculty.

- Full-time non-tenure-track teaching faculty members engage in teaching, including leading 6 courses and independent studies as well as advising and mentoring students, in fulfillment of 80% of their work effort.
 - Full-time non-tenure-track faculty members are expected to engage in service and professional development activities focused on research, scholarship, or external engagement in fulfillment of 20% of their work effort, with a minimum of 5% and a maximum of 15% applying toward either service or professional development. Rubrics for assessing service and professional development are provided annually in the WLAC Merit Guidelines document.
3. **Accessibility of information:** This workload policy and the model (e.g. the distribution of duties, such as, for example 80/10/10 or 80/15/5) of each full-time faculty member can be found in the Governance Documents folder of the unit's SharePoint site. The workload policy only is also available on the University's general site. The unit will review and ratify the workload policy and its documentation every five years, and update posted materials as necessary. Any changes to the policy proposed on review must be approved by the unit faculty, the Dean, and the Provost.
4. **Procedures:** The two-semester workload assignment for an academic year for each individual full-time faculty member will be confirmed by the Chair in April. Overload activities should occur only after 100% workload assignment is met. Variance in workloads will be addressed on a case-by-case basis in consultation with the unit head and with the Dean or designate. For faculty with joint appointments, unit heads will meet at the end of each year to coordinate workload expectations for the faculty member for the following two semesters.

Typical modifications in workload include those granted by parental teaching relief, contractual course reductions for tenure-track faculty, family- and medical-related leaves, grant-funded buyouts, and modifications to load related to administrative duties such as leading or designing new college/university initiatives (for example online course development or major curricular platforms). Additional considerations for teaching assignments may include class size and type; mode of instruction; supervision of capstone projects; etc. The approval of the Dean will be required for any modifications to a faculty member's workload by the Chair.

Faculty with requests for modifications of, or concerns about, workload should first address them with the Chair. If a faculty member is concerned about a workload

assignment and cannot resolve the concern with the Chair, they may appeal the assignment to the Office of the Dean. If a faculty member continues to have unresolved concerns after the Dean has made a determination on the appeal, they should consult the Grievance Process as specified in the Faculty Handbook.

Checklist for Unit Workload Policy Documents

Each unit's chair and dean should initial each point on the checklist. By doing so, they attest that the full-time faculty workload policy document satisfies each of these requirements.

Name of Unit: Department of World Languages and Cultures

Name of Chair: Stacey Katz Bourns

Chair Initials/ Dean Initials	Criteria
Skb/ KT	Document is consistent with published College and University policies.
Skb/ KT	Document clearly reflects the goals/aspirations of the unit as these relate to workload.
Skb/ KT	Document clearly defines the types of activities that constitute. each of teaching, research/scholarship/creative activities/ professional development, and service for the unit.
Skb/ KT	Document describes the different types of full-time positions in the unit.
Skb/ KT	Document clearly defines the teaching, research/scholarship/creative activities/professional development, and service expectations for the different types of appointments.
Skb/ KT	Document describes all unit policies related to workload for full. time faculty.
Skb/ KT	Document describes criteria in which workloads may be modified, including pre-tenured minimum1 course reductions, family leaves, maternity/adoption leaves, and medical leaves.
Skb/ KT	Document states how frequently the workload policy document will be reviewed.
Skb/ KT	Document indicates where and how the unit's current workload policy document can be found.
Skb/ KT	Document indicates where and how the workload assignments. for each full- time faculty member can be found.
Skb/ KT	Document describes the process for faculty to address any concerns with their workload in the unit
Skb/ KT	Document indicates date of approval, any subsequent modifications by the unit, and anticipated date of next review.
	Document indicates date of approval of the unit's dean
	Document indicates when it was sent to the Provost's Office to be included in the master list of policies for all units, and date of approval of the provost.

If the unit has one or more faculty with joint appointments in other units	
	Document defines how the workload policy changes for faculty members with an appointment of less than 100% in the unit, include impact of tenure home.
	Document describes how the unit will coordinate workload policy decisions with other units for faculty members with joint appointments, and how differences in workload expectations across units will be handled.

Action/Approval	Date
Department Approval	1/13/26
Dean Approval	2/21/26
Sent to Provost	2/23/26
Provost Approval	3/16/26