

Addendum by the Dean of Arts & Sciences to the CFTAP policy (endorsed by the Faculty of Arts & Sciences 4 February 2014):

BALANCE BETWEEN RESEARCH AND TEACHING

The flexible merit scoring system is designed to recognize the balance between research activity and teaching duties along with service that meets the performance expectations set by each of the 35 departments and programs in Arts & Sciences. Levels of research activity are monitored by each Department for the purpose of determining both annual merit scores and eligibility for the College's Scheduled Semester Research Leave (SSRL) policy. As a guide to the appropriate balance between teaching and research in each field, Departments and Programs will refer to their existing definition of "research active" and SSRL policies for reasonable expectations across disciplines. In keeping with Section 25.8 of the William & Mary Promise, starting in 2014-15, any **tenured** colleague whose **research activity** falls below his or her Department or Program's definition of "research active" for three consecutive years will be required **to do additional instructional work** (roughly equivalent of a 3-credit course) in the following year. No faculty member will be required to teach an additional course for more than two consecutive years, in order to give them the opportunity to re-engage more fully in their scholarship.

During the year when additional instructional work is required, a faculty member may choose to weigh teaching more heavily in his or her annual merit review, as described in Section 2 ("Flexible Merit System"), increasing the maximum teaching score by no more than the proportional increase in teaching responsibilities. Such a requirement will be implemented according to each Department and Program's procedures for review of research activity for annual merit and SSRL eligibility and should ensure that each faculty colleague meets reasonable expectations for performance across all three areas—research, teaching, and service. This policy may be waived in exceptional circumstances after consultation among the faculty member, the Chair or Director, and the Dean.

10 March 2014