

4.2.1 OFTC Faculty Load Procedure

Faculty members are employed at Oconee Fall Line Technical College (OFTC) to provide instruction and perform other duties based on the needs of the college. To ensure the quality and integrity of the academic programs, OFTC has implemented the following procedures.

Faculty teaching loads should allow for effective and efficient teaching. In determining faculty load, the Deans of Academic Affairs and Vice President of Academic Affairs shall take into consideration the following factors: course content and level; type of instruction; number of class preparations; expertise of the instructor; student advisee load; planned faculty development activities; planned accreditation activities; committee assignments; and other activities which help the college achieve its stated purpose.

Fall and spring semesters consist of 15 weeks of instruction and final exams. Summer semester consists of ten weeks of instruction and final exams. An academic hour generally consists of 50 minutes of instruction.

Full-Time Faculty Member

The work obligation of Oconee Fall Line Technical College for full-time faculty is 40 hours per work week exclusive of time off for meals (TCSG policy manual, 4.1.8). For full-time instructors who teach lecture courses, the optimal teaching load will be 15-20 credit lecture hours per semester or up to 60 credit lecture hours annually regardless of mode of delivery. For full-time faculty who teach lecture/lab combination courses, the optimal teaching load will be 25-30 contact hours per semester or up to 90 contact hours annually regardless of mode of delivery. Three office hours are required each week for full-time faculty when classes are in session; these hours must be posted.

Faculty assignments and schedules are made to ensure equitable and reasonable assignment of faculty responsibilities and to provide an instructional program designed to meet the variety of needs of the service area. Instruction will normally be offered at any time between 8:00 a.m. and 10:00 p.m. Monday through Thursday and 8 a.m. and 1:00 p.m. on Fridays. Saturday classes may be scheduled as needed. Instructional personnel should expect that they may be scheduled to work during those hours.

Faculty responsibilities will be assigned by the appropriate Division Chairperson and approved by the appropriate Dean of Academic Affairs and Vice President of Academic Affairs. Schedules and teaching loads may be revised after registration is complete.

The Deans of Academic Affairs have the responsibility of assigning schedules in a consistent, fair, and academically appropriate manner. The Deans of Academic Affairs, in conjunction with the Vice President of Academic Affairs, approve teaching schedules. Teaching loads may be adjusted for budgetary or productivity considerations.

Instructional Workload Adjustments

Faculty teaching loads shall be evaluated each term but will not exceed the annual limits of 60 credit hours and/or 90 contact hours. Deans may, in writing, request adjustments to the faculty teaching loads specified above. These adjustments consider exceptional responsibilities or external factors (i.e. accrediting agency guidelines) which could alter an instructor's teaching load. The Dean of Academic Affairs shall submit such requests to the Vice President of Academic Affairs prior to the beginning of the term for which the request is made. An underload in one semester may result in an overload in another semester.

Clinicals/Practicums/Internships/Externships

Allied Health Clinical Courses

Contact hours associated with clinical courses in the Allied Health programs may be shared between the full-time faculty member and clinical preceptors, coordinators, or adjuncts. The clinical hours assigned to the full-time faculty member are included as part of the normal load.

Externships/Practicums/Internship Courses

In certain programs, students are assigned practicum, externship, or internship courses. However, the faculty member is not at the site or in class for the entire contact hours noted in the course schedule. The faculty member gives a schedule of faculty visits to the Division Chairperson and to the appropriate Dean of Academic Affairs.

Students may elect to take an internship in some programs. The faculty member is assigned internship courses, but they are not assigned the entire contact hours noted in the course schedule. The faculty member and the student work with the intern site to establish the tasks that the student must accomplish and the role of supervisor as the evaluator of the student's performance. The faculty member may visit the site periodically and work with the student to make sure the internship is meeting the student's program requirements.

Indirect Instructional Activities

Teaching faculty are required to post and maintain a minimum of three office hours per week to advise students and to assist students with their course work.

Other indirect instructional activities may include the following:

- Class preparation
- Professional growth and development
- Curriculum development/revision activities
- Other appropriate instructional or institutionally related activities

Teaching loads may be reduced due to extra assignment of duties such as supervising student activities, preparing for a self-study program accreditation, completing a project assigned by the college's administration, or other duties as agreed upon by the supervising Deans of Academic Affairs and the Vice President of Academic Affairs.

Faculty members are expected to perform other tasks that will assist the college in achieving its goals and purposes, including the following:

- Commencement exercises
- Occupational Advisory Committee meetings

- College meetings including employee, faculty, and committee meetings
- Visits to employers or potential employers
- Visits to high schools

Advisement and Registration

Registration and student advisement duties are inherent in each full-time faculty member's responsibilities. General Education faculty members are not assigned advisees but may be given additional responsibilities in the tutorial center at the college or they may assist in registration or new student orientation. Program faculty will advise all students in their program of study on their respective campus. If a program does not have a full-time faculty member on the campus, then the lead instructor, Division Chairperson, and Dean(s) for Academic Affairs share the advisement responsibilities.

Division Chairperson Work Load

The obligation of the Instructional Division Chairperson is 40 hours per work week exclusive of time off for meals (TCSG policy manual, 4.1.8). For division chairpersons who teach lecture/lab courses, the optimal number of direct student contact instructional hours per week is 20-25 instructional hours of direct student contact or 75 contact hours annually. For division chairpersons who teach lecture courses, the optimal number of credit hours is 12-15 semester credit hours a week or 45 credit hours annually.

Outside Employment

Full-time faculty, as employees of a state agency, cannot work outside the college without the permission of the President.

Adjunct Faculty

Adjunct faculty members provide an important service in the delivery of instruction at Oconee Fall Line Technical College. Adjunct faculty teaching courses for credit must meet the same requirements for credentialing as full-time faculty in the same teaching field.

With the approval of the OFTC President in writing, a full-time College staff (non-faculty classified as exempt staff) or full-time College faculty member may teach a maximum of one (1) course per term on an adjunct agreement. All courses must be taught outside of the 40-hour work week. Staff teaching courses for credit must meet the same requirements for credentialing as full-time faculty in the same teaching field.

Faculty or Staff Teaching as Adjuncts

On an as-needed basis, full-time faculty and non-instructional full-time staff may teach as adjuncts for Oconee Fall Line Technical College. Full-time employees teaching as adjuncts must follow the standard contract of adjunct instructors that specifies the starting and ending dates of courses and supplemental pay based on the contact hours of the course. All faculty or staff members teaching as adjuncts must be appropriately credentialed for their assigned course(s).

Distance Education/GOLD Courses

For the purposes of this procedure, distance education includes 100% online classes (online synchronous or online asynchronous), blended classes (greater than 50% of instruction

delivered online), on-campus classes (less than or equal to 50% of instruction delivered online), and courses offered via video-conferencing technology. All faculty members, full-time and adjunct, teaching distance education courses must meet the faculty qualifications outlined in the Faculty Credential Review Manual.

Additionally, all faculty teaching distance education courses are required to attend training in the online software used to facilitate the class. A faculty member developing a course for distance education delivery may be relieved of one class teaching assignment for the purpose of course development and implementation. This reduction in teaching assignment shall terminate with the successful implementation and development of the course. Release time for the development of any course shall not exceed one term unless an extension is approved by the Dean of Academic Affairs and the Vice President of Academic Affairs.

In cases where the same course is taught in distance education environment and traditionally, and enrollment is low in the classes, then two or more courses may be used to equate to one class for teaching load purposes. The Dean for Academic Affairs and/or Vice President of Academic Affairs must approve an extension of the class size limit beyond the 30-student maximum.

Distance education classes are treated the same as traditional classes in determining faculty load. Faculty will allot appropriate time for distance education classes on their schedule. Full-time faculty members are required to be on campus for distance education classes unless approved by the President or the Vice President of Academic Affairs.

Sequential Scheduling

Courses in certain programs (Cosmetology, Trades and Industrial, Commercial Truck Driving, Practical Nursing) and dual enrollment classes (classes offered to high school students who obtain dual credit with the technical college and high school) may be scheduled sequentially so that students can obtain the required prerequisite courses and competencies needed to progress in the program of study within a semester.

Faculty members still meet the number of direct student contact instructional hours per week of 2530 instructional hours accompanied by 10-15 hours of indirect instructional hours or similar combination to comprise the total work week. Lab assistants may be hired to allow instructors to better accommodate the needs of students.

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