

UNIVERSITY OF HOUSTON - CLEAR LAKE FACULTY WORKLOAD REPORT SUMMARY (ACADEMIC YEAR 2025-2026)

Faculty workload for each academic year is reported to the Board of Regents by the Senior Vice Chancellor for Academic Affairs as described in the Texas Education Code (Section 51.402) and University of Houston System Board of Regents Policy 21.05.

Faculty workload reports are required to list the rank/type of faculty appointment held, full- or part-time status, effort distribution across the three possible components of faculty workload (i.e. teaching/instruction, research/scholarship and/or service activities), number and type of classes taught, academic year salary and salary source for each individual faculty member.

The faculty workload report is accompanied by a copy of the University of Houston - Clear Lake Faculty Workload Policy (University of Houston – Clear Lake Faculty Handbook Section 6.1) that details institutional expectations and policies relating to faculty workload.

The following summary document provides aggregated information on how faculty workload is distributed across these three domains of faculty activities, including a breakdown of effort by faculty appointment type across individual academic colleges.

SECTION 1: TYPE OF FACULTY APPOINTMENTS HELD AT THE UNIVERSITY OF HOUSTON - CLEAR LAKE (ACADEMIC YEAR 2025-2026)

To meet the instructional needs and research missions of individual academic units at the **University of Houston - Clear Lake**, the institution employs a range of full-time and part-time faculty members who have different professional responsibilities within academic units and across the university as a whole.

All faculty members at the **University of Houston - Clear Lake** are classified as either **Tenured/Tenure-Track Faculty** or as **Non-Tenure Track Faculty**, as referenced in Table 1. Tenured and tenure-track faculty appointments are ranked, full-time faculty positions. Non-tenure-track faculty appointments can be ranked or non-ranked, full-time or part-time positions.

Based on the type of faculty appointment held and the needs of their individual units, each faculty member is assigned different professional responsibilities within their academic units and across the university as a whole. However, all faculty members employed by the **University of Houston - Clear Lake** have professional responsibilities in at least one of the following areas: ***student teaching and/or instruction, generation of research and/or scholarship, and service to the institution, profession and/or community.***

Table 1 - Faculty Appointments Held at the University of Houston - Clear Lake (Academic Year 2025-2026)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	67	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured	Ranked	Associate Professor		92	
Tenure-Track	Ranked	Assistant Professor		67	
Non-Tenure-Track	Ranked	Clinical Professor (All Ranks)	Full-Time	6	Student Teaching/Instruction and Service
Non-Tenure-Track	Non-ranked	Lecturer, Program Director, Visiting Professor (All Ranks)	Full-Time	36	Student Teaching/Instruction
Non-Tenure-Track	Non-ranked	Various Adjunct Titles	Part-Time	262	Student Teaching/Instruction

SECTION 2: FACULTY WORKLOAD RESPONSIBILITIES BASED ON TYPE OF FACULTY APPOINTMENT HELD

A) GENERAL WORKLOAD EXPECTATIONS FOR FACULTY MEMBERS

In the case of full-time, ranked **Tenured and Tenure-Track (T/TT)** faculty members, the distribution of effort across the academic year is typically **75% effort in the teaching/instructional domain, 12.5% effort in the research/scholarship domain and 12.5% effort in the service domain.**

In the case of full-time, ranked **Non-Tenure Track (NTT)** faculty members, the distribution of effort across the academic year is typically **80% effort in the teaching/instructional domain and 20% effort in the service domain.**

In the case of all other full-time and part-time **Non-Tenure Track (NTT)** faculty members, the typical distribution of effort across the academic year is **100% effort in the teaching/instructional domain.**

SECTION 3: ANALYSIS OF FACULTY WORKLOAD BY WORKLOAD DOMAIN AND COLLEGE (ACADEMIC YEAR 2025-2026)

The **University of Houston - Clear Lake** has a total of four (4) Colleges of various sizes that have different academic and research missions demonstrated by the type of classes offered by the college (i.e. undergraduate and graduate classes), the number of undergraduate and/or graduate students enrolled in the college, the number of academic departments and programs housed in the college, and the type of research and scholarship being conducted within the college. As such, all of these factors reflect the number and type of faculty members employed within each college required to meet its academic and research needs.

A) FACULTY WORKLOAD EFFORT BY FACULTY APPOINTMENT ACROSS COLLEGES

Each type of faculty appointment and position has different expectations as to the percent (%) level of effort that should be expended in each of the three faculty workload domains. These expectations are

set at the departmental level but should reflect the professional responsibilities of the faculty appointment/ title held. For example, during the academic year all ranked T/TT faculty are expected to have an active research and scholarship agenda, be involved in student teaching and instruction, as well providing service to the university, their profession and the community.

Tables 2, 3 & 4 provide the average percent (%) effort reported within each faculty workload domain (i.e. research/scholarship, teaching and instruction, and service) for full-time faculty appointments held in each college. Data also includes the average 9-month academic base salary paid for each appointment type listed. It is important to note that faculty salaries vary significantly based on academic discipline and faculty rank even within colleges. For individual level faculty salary data please refer to the complete University of Houston – Clear Lake Faculty Workload Report (AY 2025-2026).

Table 2 - Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2025-2026)

College	Number of T/TT faculty	Average T/TT Faculty Workload (%) Effort Reported			Average 9-month T/TT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	54	20%	56%	24%	\$128,377
Education	33	22%	60%	18%	\$79,457
Human Sciences and Humanities	73	22%	59%	19%	\$79,314
Science and Engineering	67	23%	56%	21%	\$99,331

Table 3 - Average Faculty Effort Distribution for Ranked NTT Faculty Members By College (AY 2025-2026)

College	Number of Ranked NTT faculty	Average Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	0	0%	0%	0%	\$0
Education	2	16%	73%	11%	\$61,968
Human Sciences and Humanities	4	0%	80%	20%	\$67,243
Science and Engineering	0	0%	0%	0%	\$0

Table 4 - Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2025-2026)

College	Number of Non-Ranked NTT faculty	Average Non-Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	2	0%	70%	30%	\$88,925
Education	5	0%	84%	16%	\$57,996
Human Sciences and Humanities	10	0%	82%	18%	\$52,288

Science and Engineering	20	0%	80%	20%	\$67,931
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SECTION 4: KEY FINDINGS

Analysis of data contained in the **2025-2026 University of Houston - Clear Lake Faculty Workload Report** concerning average (%) workload effort distribution across the four (4) colleges for the major types of faculty appointments at University of Houston – Clear Lake provides the following key findings:

- Full-time, tenured/tenure-track (T/TT) faculty expend **58%** of their effort in teaching and instructional activities, **22%** of their effort in research and scholarship activities and **20%** in service activities.
- Full-time, ranked (NTT) faculty expend **77%** of their effort in teaching and instructional activities, **8%** of their effort in research and scholarship activities and **15%** in service activities.
- Full-time, non-ranked, non-tenure track (NTT) faculty expend **79%** of their effort in teaching and instructional activities, **0%** of their effort in research and scholarship activities and **21%** in service activities.

EMPLID	College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Percent (%) Effort				# Classes Taught Fall 2025						# Classes Taught Spring 2026						Annual Salary	Fund Type				
							Percent Research Scholarship	Percent Teaching Instruction	Percent Service	Total Percent Effort	UG		GR		SP		UG		GR		SP			gift	grant	local	state	
											ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON						
0068783	College of Business	Department of Accounting	Siewert, Celine	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	0	0	0	0	0	0	3375			X		
0077682	College of Business	Department of Accounting	Marks, Barry	Professor	Professor	FT	20	60	20	100	4	0	0	0	0	0	1	0	1	0	0	0	155108.88				X	
0137026	College of Business	Department of Accounting	Sorensen, Susan	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	1	0	0	0	4	0	1	0	0	0	150015.96		X			
0173478	College of Business	Department of Accounting	Lacina, Michael	Professor	Professor	FT	20	40	40	100	2	0	1	0	0	0	3	1	1	1	0	0	93174.03		X	X		
0728742	College of Business	Department of Accounting	Xu, Zhaohui	Professor																								

1118107	College of Business	Department of Management	Scott, Chadwick	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	3	0	0	0	0	3375			X	
8004061	College of Business	Department of Management	Bruner, Terry	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	2	0	0	0	0	3375			X		
0030792	College of Business	Department of Management Information Systems	Steel, Douglas	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	2	0	0	0	3	0	2	0	0	125202.96				X	
0075101	College of Business	Department of Management Information Systems	Gercek, Gokhan	Professor	Professor	FT	20	60	20	100	3	0	3	0	0	0	3	0	3	0	0	147488.04			X		
0077715	College of Business	Department of Management Information Systems	Saleem, Naveed	Professor	Professor	FT	20	40	40	100	3	0	2	0	0	0	3	0	1	4	0	160998.15			X	X	
0111899	College of Business	Department of Management Information Systems	Sun, Nanfei	Assistant Professor	Assistant Professor	FT	20	60	20	100	3	0	3	0	0	0	3	0	2	0	0	118565.01			X		
0148153	College of Business	Department of Management Information Systems	Lin, Jian	Associate Professor	Associate Professor	FT	20	60	20	100	4	0	3	0	0	0	4	0	3	0	0	123659.04				X	
0183849	College of Business	Department of Management Information Systems	Bowen, Milus	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	0	0	0	0	0	3375			X		
0183862	College of Business	Department of Management Information Systems	Lindie, Whitney	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	3375			X		
1407651	College of Business	Department of Management Information Systems	Wu, Michael	Assistant Professor	Assistant Professor	FT	20	60	20	100	4	0	1	0	0	0											

8016782	College of Science and Engineering	Engineering	Bitlah, Kazi Md Masum	Assistant Professor	Assistant Professor	FT		30	60	10	100	5	2	0	0	0	0	2	0	0	0	0	94316.49				X
8019671	College of Science and Engineering	Engineering	Alvarez-Hernandez, Angel	Adjunct - Non Ben	Other Faculty	PT		0	100	0	100	2	0	0	0	0	0	1	0	0	0	0	9274.5				X
8021252	College of Science and Engineering	Engineering	Saharia, Jugal	Assistant Professor	Assistant Professor	FT		30	60	10	100	5	0	0	0	0	0	5	0	0	0	0	100165.95				X
8021316	College of Science and Engineering	Engineering	Al Mezrakchi, Ruaa	Assistant Professor	Assistant Professor	FT		30	60	10	100	3	0	0	0	0	0	2	0	0	0	0	88041.06				X
0077612	College of Science and Engineering	Biological and Environmental Sciences	Zhang, Chunlong	Professor	Professor	FT		20	60	20	100	2	1	5	0	0	0	2	1	2	2	0	111785.04				X
0077670	College of Science and Engineering	Biological and Environmental Sciences	Howard, Cynthia	Professor	Professor	FT		20	40	40	100	3	3	4	3	0	0	3	3	4	1	0	93630.575		X		X
0827165	College of Science and Engineering	Biological and Environmental Sciences	Sun, Dongmin	Professor	Professor	FT		20	60	20	100	3	0	0	0	0	0	3	0	2	0	0	96873.825				X
0831665	College of Science and Engineering	Biological and Environmental Sciences	Imrecke, Daniel	Associate Professor	Associate Professor	FT		20	50	30	100	3	0	1	0	0	0	2	0	0	0	0	79409.04				X
1053222	College of Science and Engineering	Biological and Environmental Sciences	Mokrech, Marc	Adjunct - Non Ben	Other Faculty	PT		0	25	75	100	2	0	0	0	0	0	2	0	0	0	0	4950		X		X
8005429	College of Science and Engineering	Biological and Environmental Sciences	Mukherji,																								

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8013100	College of Human Sciences and Humanities	Psychological and Nursing Sciences	Nowalk, Daniel	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	3375			X			
8002325	College of Human Sciences and Humanities	Psychological and Nursing Sciences	Sutherland, Steven	Professor	Associate Professor	FT	20	60	20	100	1	0	0	2	0	0	1	0	1	1	0	0	84815.04			X	
0030013	College of Human Sciences and Humanities	Psychological and Nursing Sciences	Travis, Steven	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	0	0	3	0	0	0	0	0	13162.5			X	
1242092	College of Human Sciences and Humanities	Psychological and Nursing Sciences	Turnmire, Patricia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	6075			X	
1807579	College of Human Sciences and Humanities	Psychological and Nursing Sciences	Valladares, Maria	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	1	0	0	0	0	0	9450			X	
1391849	College of Human Sciences and Humanities	Psychological and Nursing Sciences	Walther, Christine	Adjunct - Non Ben	Professor	FT	0	100	0	100	0	0	1	0	0	0	0	0	0	0	0	0	3375			X	
0882865	College of Human Sciences and Humanities	Psychological and Nursing Sciences	Ward, Christopher	Professor	Professor	FT	20	30	50	100	1	0	0	1	0	0	2	0	0	0	0	0	103227.03			X	

UNIVERSITY OF HOUSTON-DOWNTOWN
ANNUAL FACULTY WORKLOAD REPORT COVERSHEET
(ACADEMIC YEAR: 2025-2026)

The following report on annual faculty workload at the University of Houston-Downtown during the academic 2025-2026 year has been compiled by the Office of the Provost in accordance with the requirements of the [Texas Education Code Section 51.402](#) (Report of Institutional and Academic Duties).

Under the University of Houston-Downtown Faculty Workload Policy (PS. 10.A.04 – Faculty Teaching Workload), the department chairs have been designated as the institutional officials responsible for monitoring individual faculty workloads and preparing an annual faculty workload report. This report is reviewed and approved by the Senior Vice President for Academic Affairs and Provost for subsequent certification by the President in preparation for submission to the UH System Board of Regents through the UH System Senior Vice Chancellor for Academic Affairs. Submission of this report to the UH System Board of Regents must occur no later than 30 days after the end of the academic year (i.e., 30 days after August 31 of each year).

The report contains the following information concerning all faculty members (both full-time and part-time) employed at the University of Houston-Downtown during the fall and spring semesters of the academic **2025-2026** year:

- a. Faculty member name
- b. Faculty title/appointment(s)
- c. Faculty rank
- d. Full-time (FT) or part-time (PT) status
- e. Percent (%) effort expended in each applicable work-load domain based on type of faculty appointment held
- f. Number and type of classes taught during the 9-month academic year (i.e. undergraduate, graduate and/or special professional classes, organized versus non-organized classes)
- g. Pro-rated 9-month academic base salary for full-time faculty members (or total salary for part-time employees), and
- h. Funding source from which the salary was paid.

The report is organized initially by college, followed by department/academic unit if applicable, and finally by individual faculty member name listed alphabetically. This report does not include faculty members holding full-time administrative positions (i.e. dean level and senior administrators) that were reported as an instructor-of-record while receiving no additional compensation.

Please contact the Office of the Provost for any questions concerning this report.

UNIVERSITY OF HOUSTON - DOWNTOWN FACULTY WORKLOAD REPORT SUMMARY
(ACADEMIC YEAR: 2025-2026)

Faculty workload for each academic year is reported to the Board of Regents by the Senior Vice Chancellor for Academic Affairs as described in the Texas Education Code (Section 51.402) and UHS Board of Regents Policy 21.05.

Faculty workload reports are required to list the rank/type of faculty appointment held, full- or part-time status, effort distribution across the three possible components of faculty workload (i.e. teaching/instruction, research/scholarship and/or service activities), number and type of classes taught, academic year salary and salary source for each individual faculty member.

The faculty workload report is accompanied by a copy of the University of Houston-Downtown (UHD) Faculty Workload Policy (PS 10.A.04) that details institutional expectations and policies relating to faculty workload.

The following summary document provides aggregated information on how faculty workload is distributed across these three domains of faculty activities, including a breakdown of effort by faculty appointment type across individual academic colleges.

SECTION 1: TYPE OF FACULTY APPOINTMENTS HELD AT THE UNIVERSITY OF HOUSTON - DOWNTOWN (ACADEMIC YEAR 2025-2026)

To meet the instructional needs and research missions of individual academic units at the University of Houston-Downtown, the institution employs a range of full-time and part-time faculty members who have different professional responsibilities within academic units and across the university as a whole. All faculty members at the University of Houston-Downtown are classified as either Tenured/Tenure-Track Faculty or as Non-Tenure Track Faculty. Tenured and tenure-track faculty appointments are ranked, full-time faculty positions. Non-tenure-track faculty appointments are non-ranked, full-time or part-time positions.

Based on the type of faculty appointment held and the needs of their individual units, each faculty member is assigned different professional responsibilities within their academic units and across the university as a whole. However, all faculty members employed by the University of Houston-Downtown have professional responsibilities in at least one of the following areas: student teaching and/or instruction, generation of research and/or scholarship, and service to the institution, profession and/or community.

Table 1 Faculty Appointments Held at the University of Houston Downtown (Academic Year 2025-2026)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Headcount	General Professional Responsibilities
Tenured/ Tenure-Track	Ranked	Professor	Full-Time	97	Research and Scholarship, Student Teaching/Instruction and Service
Tenured/ Tenure-Track	Ranked	Associate Professor		96	
Tenure-Track	Ranked	Assistant Professor/Instructor		74	
Non-Tenure-Track	Non-ranked	Lecturer, Senior Lecturer, Clinical Assistant Professor, Visiting Professor	Full-Time	106	Student Teaching/Instruction and Service
Non-Tenure-Track	Non-ranked	Various Adjunct Titles	Part-Time	322	Student Teaching/Instruction

SECTION 2: FACULTY WORKLOAD RESPONSIBILITIES BASED ON TYPE OF FACULTY APPOINTMENT HELD

A) GENERAL WORKLOAD EXPECTATIONS FOR FACULTY MEMBERS

In the case of **full-time, ranked Tenured and Tenure-Track (T/TT)** faculty members, the distribution of effort across the academic year is typically 50% effort in the teaching/instructional domain, 25% effort in the research/scholarship domain and 25% effort in the service domain.

In the case of **full-time, non-ranked Non-Tenure Track (NTT)** faculty members, the distribution of effort across the academic year is typically either: 100% effort in the teaching/instructional domain, or 80% effort in the teaching/instructional domain and 20% effort in the service and/or research domain.

In the case of all **part-time, non-ranked Non-Tenure Track (NTT)** faculty members, the typical distribution of effort across the academic year is 100% effort in the teaching/instructional domain.

SECTION 3: ANALYSIS OF FACULTY WORKLOAD BY WORKLOAD DOMAIN AND COLLEGE (ACADEMIC YEAR 2025-2026)

The University of Houston-Downtown has a total of four (4) Colleges of various sizes that have different academic and research missions demonstrated by the type of classes offered by the college (i.e., undergraduate and graduate classes), the number of undergraduate and/or graduate students enrolled in the college, the number of academic departments and programs housed in the college, and the type of research and scholarship being conducted within the college. As such, all of these factors reflect the number and type of faculty members employed within each college required to meet its academic and research needs.

A) FACULTY WORKLOAD EFFORT BY FACULTY APPOINTMENT ACROSS COLLEGES

Each type of faculty appointment and position has different expectations as to the percent (%) level of effort should be expended in each of the three faculty workload domains. These expectations are set at the departmental level but should reflect the professional responsibilities of the faculty appointment/ title held. For example, during the academic year all ranked T/TT faculty are expected to have an active research and scholarship agenda, be involved in student teaching and instruction, as well providing service to the university, their profession and the community.

Tables 2 & 3 provide the average percent (%) effort reported within each faculty workload domain (i.e. research/scholarship, teaching and instruction, and service) for full-time faculty appointments held in each college. Data also includes the average 9-month academic base salary paid for each appointment type listed. It is important to note that faculty salaries vary significantly based on academic discipline and faculty rank even within colleges. For individual level faculty salary data please refer to the complete UHD Faculty Workload Report (AY 2025-2026).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members by College (AY 2025-2026)

College	Number of T/TT faculty	Average T/TT Faculty Workload (%) Effort Reported			Average 9-month T/TT Faculty Salary
		Research / Scholarship	Teaching / Instruction	Service	
Business	60	25%	50%	25%	\$132,024
Humanities and Social Sciences	96	25%	50%	25%	\$81,185
Public Service	40	25%	50%	25%	\$78,429
Sciences and Technology	56	25%	50%	25%	\$89,196

Table 3 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members by College
(AY 2025-2026)

College	Number of Non-ranked NTT faculty	Average Non-Ranked Faculty Workload (%) Effort Reported			Average 9-month Non-Ranked NTT Faculty Salary
		Research / Scholarship	Teaching / Instruction	Service	
Business	26	2%	96%	2%	\$78,258
Humanities and Social Sciences	31	0%	100%	0%	\$54,979
Public Service	14	0%	100%	0%	\$58,524
Sciences and Technology	35	0%	100%	0%	\$60,356

SECTION 4: KEY FINDINGS

Analysis of data contained in the 2025-2026 UHD Faculty Workload Report concerning average (%) workload effort distribution across all four (4) colleges for the three major types of faculty appointments at UH-Downtown provides the following key findings:

- Full-time, tenured/tenure-track (T/TT) faculty expend **50%** of their effort in teaching and instructional activities, **25%** of their effort in research and scholarship activities and **25%** in service activities.
- Full-time, Non-ranked, non-tenure track (NTT) faculty expend **100%** of their effort in teaching and instructional. In the Marilyn Davies College of Business, the distribution is **96%** effort in teaching and instructional activities, **2%** effort in research, and **2%** effort in service.
- Part-time, Non-ranked, non-tenure track (NTT) faculty expend **100%** of their effort in teaching and instructional activities, **0%** of their effort in research and scholarship activities and **0%** in service activities.

Table 1 Faculty Appointments Held at the University of Houston (Academic Year 2025-2026)

Faculty Appointment	Ranked/ non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	408	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured/Ten Trk	Ranked	Associate Professor		298	
Tenure Track	Ranked	Assistant Professor		262	
Non-Tenure Track	Ranked	Instructional Professor (All Ranks)	Full-Time	160	Student Teaching/Instruction and Service
Non-Tenure Track	Ranked	Clinical Professor (All Ranks)		191	Student Teaching/Instruction and Service
Non-Tenure Track	Ranked	Research Professor (All Ranks)		107	Research/Scholarship and Service
Non-Tenure Track	Non-ranked	Lecturer, Scholar-In-Residence, Affiliate Artist, Professor-of- Practice, Visiting Professors	Full-Time	205	Student Teaching/Instruction
Non-Tenure Track	Non-ranked	Various Adjunct Titles	Part-Time	1080	Student Teaching/Instruction

SECTION 2: FACULTY WORKLOAD RESPONSIBILITIES BASED ON TYPE OF FACULTY APPOINTMENT HELD

A) GENERAL WORKLOAD EXPECTATIONS FOR FACULTY MEMBERS

In the case of full-time, ranked **Tenured and Tenure Track (T/TT)** faculty members, the distribution of effort across the academic year is typically **40% effort in the teaching/instructional domain, 40% effort in the research/scholarship domain and 20% effort in the service domain.**

In the case of full-time, ranked **Non-Tenure Track (NTT)** faculty members, the distribution of effort across the academic year is typically either: **80% effort in the teaching/instructional domain and 20% effort in the service domain for instructional and clinical Professors; or, 80% effort in the research/scholarship domain and 20% effort in the service domain for research professors.**

In the case of all other full-time and part-time **Non-Tenure Track (NTT)** faculty members, the typical distribution of effort across the academic year is **100% effort in the teaching/instructional domain.**

However, it is important to note that both MAPP 12.05.01 and the UH Faculty Handbook envision that while the percent (%) distribution of effort across these three workload domains may be similar for faculty members holding similar appointments, the volume and complexity of the actual work carried out in each of these workload domains should also reflect the expectations of the academic unit/college for the particular faculty appointment and rank held, as well as the career stage of the faculty member.

GCSW	13	44%	34%	22%	\$112,127
Hobby	12	43%	30%	28%	\$160,424
Global Hospitality	18	40%	42%	18%	\$126,698
Law	35	39%	39%	21%	\$186,371
CLASS	223	45%	34%	21%	\$119,775
NSM	200	43%	38%	19%	\$136,419
Optometry	23	43%	38%	19%	\$126,734
Nursing	5	48%	45%	7%	\$95,460
Pharmacy	36	57%	28%	15%	\$146,868

Table 3 Average Faculty Effort Distribution for Ranked NTT Faculty Members By College (AY 2025-2026)

College	Number of Ranked NTT faculty	Average Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/ Scholarship	Teaching/ Instruction	Service	
Architecture	7	11%	71%	17%	\$86,217
Arts	17	3%	75%	22%	\$74,486
Business	11	0%	64%	36%	\$142,516
Education	40	7%	70%	23%	\$87,207
Engineering	59	32%	52%	16%	\$95,735
GCSW	8	0%	53%	48%	\$80,172
Hobby	7	21%	57%	21%	\$84,101
Honors	22	12%	67%	21%	\$73,961
Global Hospitality	4	0%	70%	30%	\$76,248
Law	17	3%	77%	19%	\$112,470
CLASS	57	20%	57%	23%	\$89,761
Medicine	48	10%	54%	35%	\$198,174
NSM	54	27%	55%	18%	\$84,547
Optometry	36	21%	68%	11%	\$124,912
Nursing	11	18%	73%	9%	\$110,017
Pharmacy	40	43%	41%	16%	\$118,240

Table 4 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2025-2026)

College	Number of Non-Ranked NTT faculty	Average Non-Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month Non-Ranked NTT Faculty Salary
		Research/ Scholarship	Teaching/ Instruction		

CLASS	48	7%	91%	2%	\$49,360
Medicine	1	0%	67%	33%	\$182,598
NSM	13	4%	93%	3%	\$61,506
Optometry	5	52%	46%	2%	\$118,728
Nursing	4	10%	80%	10%	\$65,007

SECTION 4: KEY FINDINGS

Analysis of data contained in the **AY 2025-2026 UH Faculty Workload Report** concerning average (%) workload effort distribution across all sixteen (16) colleges for the four major types of faculty appointments at UH provides the following key findings:

- Full-time, tenured/Tenure track (T/TT) faculty expend **35%** of their effort in teaching and instructional activities, **46%** of their effort in research and scholarship activities and **19%** in service activities.
- Full-time, ranked (NTT) faculty expend **59%** of their effort in teaching and instructional activities, **19%** of their effort in research and scholarship activities and **21%** in service activities.
- Full-time, non-ranked, non-tenure track (NTT) faculty expend **81%** of their effort in teaching and instructional activities, **5%** of their effort in research and scholarship activities and **14%** in service activities.
- Part-time, non-ranked, non-tenure track (NTT) faculty expend **96%** of their effort in teaching and instructional activities, **1%** of their effort in research and scholarship activities and **3%** in service activities.

