

Scenario 1: Agronomy

After assigning all the probationary and tenured faculty members, Chair Fields has 30 units left to assign to the remaining pool of faculty for the Fall semester, and expects to have around 36 units available in the Spring. Using the info in the table below, what is a reasonable assignment of classes?

Pool of Temporary Faculty:

Name	Status	AY Entitlement (if applicable)	Potential Assignment Fall (30)	Potential Assignment Spr (36)
Dr. Grape	FERP – Fall Only		12 (12)	0
Dr. Lettuce	FERP – AY		6 (18)	6 (6)
Dr. Carrot	3 YR	18 units	6 (24)	12 (18)
Dr. Wheat	3 YR	15 units	6 (30)	9 (27)
Dr. Squash	1 YR	9 units		9 (36)

This is not a unique solution. There are other combinations among Carrot, Wheat, and Squash that would also work depending on the actual course assignments. 6+6 was chosen here for Fall for C and W to ensure benefits to the two of them.

What assumptions are you making in your assignments?

Assuming that folks can teach anything. With more units available to the lecturers in the spring, I wanted to shift some of the units to there to help meet entitlements for all.

Oops! I forgot to mention that one of your new probationary faculty members teaches the same specialty class that Dr. Carrot teaches. This is the only class that Carrot has taught in their many years in the department and the new assistant professor is likely to teach six units of this class each term. How does this potentially change your assignments?

Name	Status	AY Entitlement (if applicable)	Potential Assignment Fall (30)	Potential Assignment Spr (36)
Dr. Grape	FERP – Fall Only		12 (12)	0
Dr. Lettuce	FERP – AY		6 (18)	6 (6)
Dr. Carrot	3 YR	18 units	3 (21)	3 (9)
Dr. Wheat	3 YR	15 units	9 (30)	6 (15) + 9 (33)
Dr. Squash	1 YR	9 units		9 (24) + 3 (36)

Here, I have marked “new and additional” work with Bold and Underline. Given that Carrot apparently isn’t qualified to teach other classes (based on the extra info), we should first look to assign to Wheat (3 YR part time). Work can be taken from lecturers based on probationary/tenured hires. Clearly we can’t assign Wheat to over 15 WTU, so they are capped with 9 additional units. That leaves Squash with the opportunity to pick up the remaining 3 units.

What assumptions have come into play in this?

Scenario 2: Maryland Studies

Chair Crabbe has scheduled their probationary, tenured, and FERP folks for the Spring semester. MDS has a total of 36 units available to schedule for the spring. Based on the information in the table below, what might the fall and spring schedules look like?

Name	Status	AY Entitlement (if applicable)	Assignment Fall (48)	Potential Assignment Spr (36)
Dr. Columbia	3 YR	30 units	15 (15)	15 (15)
Dr. Balmere	3 YR	12 units	6 (21)	6 (21)
Dr. Ripken	1 YR	6 units	6 (27)	0 (21)
Dr. Chessy	1 YR	6 units	3 (30)	3 (24)
Dr. Annap-Polis	1 YR	12 units	9 (39)	3 (27)
Dr. Joust	Semester	none	9 (48)	9 (36)

Here, b/c we've met Ripken's entitlement, we don't assign units. Since we are able to meet everyone's entitlement and there are still units left, we can assign to Joust since they taught in the prior term and do not have an entitlement. These 9 units are not considered new or additional work.

Wait, I forgot to mention that one of the three unit classes available is a specialty class that only Dr. Ripken has taught and that there is no one else in the pool that has the credentials to teach the class. Does that change things?

Name	Status	AY Entitlement (if applicable)	Assignment Fall	Potential Assignment Spr (36)
Dr. Columbia	3 YR	30 units	15	15 (15)
Dr. Balmere	3 YR	12 units	6	6 (21)
Dr. Ripken	1 YR	6 units	6	0 (21) + 3 (36)
Dr. Chessy	1 YR	6 units	3	3 (24)
Dr. Annap-Polis	1 YR	12 units	9	3 (27)
Dr. Joust	Semester	none	9	6 (33)

Because of the info that no one else appears to be qualified to teach what Ripken teaches, and those are the only classes left to teach, it bypasses the normal entitlement jump for Balmere. Is Ripken really the Iron-person in this field, who knows? As with most case studies, we are working with certain assumptions.

Darn it, Dr. Joust calls and says that they have moved to England. What do you do?

Name	Status	AY Entitlement (if applicable)	Assignment Fall	Potential Assignment Spr (36)
Dr. Columbia	3 YR	30 units	15	15 (15)
Dr. Balmere	3 YR	12 units	6	6 (21) + 6 (33)
Dr. Ripken	1 YR	6 units	6	0 (21) + 3 (36)
Dr. Chessy	1 YR	6 units	3	3 (24)
Dr. Annap-Polis	1 YR	12 units	9	3 (27)
Dr. Joust	Semester	none	9	---

With Joust no longer lined up for classes, and having met the entitlements of all and no one else from this or last year available to assign classes to (we assume), there are a total of nine units of new and additional work available. The first three should go to Balmere, as a 30yr part time with capacity. This leaves six left. As three of those units only Ripken would qualify for, they should be assigned to him and the remaining three would go to the Ripken, Chessy, or Annap-Polis based on careful consideration.

A question for you... How are entitlements reset based on what ultimately happened?

Scenario 3: Aeronautical Engineering

Chair Land-Safe has scheduled their probationary, tenured, and FERP folks for the Fall semester. Aero has two tenured faculty members out on sabbatical in the fall, but thankfully they will come back in the spring. For the fall, there are 48 units available, you expect to have 30 units available in the spring after faculty return from sabbatical. Based on the information in the table below, what might the fall and spring schedules look like?

Name	Status	AY Entitlement (if applicable)	Potential Assignment Fall (48)	Potential Assignment Spr (30)
Dr. Rocket	3 YR	30 units	15 (15)	15 (15)
Dr. Finn	3 YR	12 units	9 (24)	3 (18)
Dr. Wingo	3 YR	6 units	3 (27)	3 (21)
Dr. Glide	3 YR	6 units	3 (30)	3 (24)
Dr. Jett	1 YR	12 units	9 (39)	3 (27)
Dr. Newfolk	In applicant pool	none	9 (48)	3 (30)

Note, if Finn or Jett was at “balanced load”, you’d need to hire Newfolk at a higher load (see below)...

BUT WAIT! We’ve hired Newfolk before “topping off” (if qualified) for all of our returning folks... This is the sort of thing that pops up and causes trouble. If the classes left after assigning 3yr/1yr folks are in areas where they are unqualified – it may be reasonable to assign this work to Newfolk. Perhaps these are the unique classes normally taught by the faculty on sabbatical...

What are some of the assumptions that you made in these schedules?

I’ve assumed that with three-year contracts and entitlements of 6 units, that Wingo and Glide are likely to only want one class per semester. That happens frequently in engineering. Maybe that’s not correct, but it is the assumption that I’m working with.

BALANCED LOAD ALTERNATIVE - CAREFUL

Name	Status	AY Entitlement (if applicable)	Potential Assignment Fall (48)	Potential Assignment Spr (30)
Dr. Rocket	3 YR	30 units	15 (15)	15 (15)
Dr. Finn	3 YR	12 units	6 (21)	6 (21)
Dr. Wingo	3 YR	6 units	3 (24)	3 (24)
Dr. Glide	3 YR	6 units	3 (27)	3 (27)
Dr. Jett	1 YR	12 units	6 (33)	3 (30)
Dr. Newfolk	In applicant pool	none	15 (48)	

In this scenario, because we don’t actually meet the entitlement of Jett. This could trigger a grievance b/c there was an alternative that did allow entitlement to be met.

Note, in first case Newfolk gains an entitlement for next AY. In second, they can be assigned to any unit load in the subsequent year once entitlements have been met for 3-yr and 1-yr folks before going back to “top off” entitlements of others.

