Teaching Faculty Load Profile

The USC Viterbi School of Engineering has a strong commitment to first-class instruction in content, delivery, and creativity at both the undergraduate and graduate levels. Teaching faculty in the Viterbi School play a very important part in delivering on this commitment. The School's teaching faculty are engaged in all levels of teaching, but have a particular focus on the undergraduate and master's level of teaching.

Traditionally in the School, teaching one three-unit course constitutes 13.3% of the nine-month effort for all faculty members. This corresponds to 4.44% annual effort assigned to each unit taught. There are two models in the School for how this is implemented.

For faculty in academic units in which the curriculum is primarily based on three-unit courses (all departments and programs except CS):

Teaching faculty have a nominal teaching load of 18 units (or 6 courses in ITP). This constitutes 80% of the nine-month effort, and the other 20% is expected to be devoted to service load.

For faculty in academic units in which the curriculum is primarily based on four-unit courses (at this time, this is only the CS department):

Teaching faculty have a nominal teaching load of 20 units. This constitutes 89% of the nine-month effort, with the remaining effort expected to be devoted to service load.

Note: When the four-unit model was first implemented in the fall of 2015, the teaching effort of 4.44% x 20 = 88.8% effort was rounded to 89% effort. The normal 20% service load was reduced by about 1/3rd to 13% effort. Together, these add up to 102% of total effort. Adjusting for this, an equity increase of 2% was implemented for the salaries of all teaching faculty working under this model, thus allowing for *full-time* effort under the four-unit model to be allocated as 89% teaching effort and 13% service effort relative to the three-unit model.

Overload Pay: Normal contract language indicates that teaching units may be added or subtracted in exchange for service at the chair's discretion, based on department needs. If the units added reach at least three in any academic year, the School would expect to pay overload for the teaching in lieu of exchange for service. Compensation for approved overload teaching normally will be at a prorated rate of one month's core salary per 3-unit course, which equates to 2/3rds of one month's salary for a 2-unit course and 4/3rds of one month's salary for a 4-unit course.