

## **DLM Proposal**

### Examples of Profiles

A key part of the Differential Load Model (DLM) is the flexibility for faculty to create their own profile within the constraints described in Table 1 on page 2 of the document. For clarification, several examples are provided to illustrate the flexibility of the DLM.

First, a faculty member who was hired in 1988 who has a consistent record of excellent teaching at a 4-4-2 load and has done little scholarship has the ability to create a plan that is consistent with this experience. Due to the fact that this faculty member has flexibility in 50% of their activities, he/she may choose to create a 10-80-10 (service, teaching, scholarship) profile. On the other hand, this professor might have been elected the Chair of a state, regional, or national organization within her field and, therefore, want to put forth much of her effort toward promotion of Baylor University through this activity. Thus, she and her Chair might create a 60-30-10 (service, teaching, scholarship) profile.

On the other of the hiring spectrum, a faculty member hired in 2002 might want to focus on scholarly activities the first year, and create a 10-30-60 (service, teaching, scholarship) profile. It is also possible for this same faculty member to develop curriculum for a graduate program, teach a new course in a program that has been desperately needed, or begin a research project. This profile might look something like a 20-40-40 (service, teaching, scholarship).

With regard to teaching, faculty members at any of the four levels have the ability to reduce their teaching expectations if they bring external funding to the university. Therefore, *any* faculty member could have a profile such as 10-10-80 (service, teaching, scholarship), and would be evaluated accordingly.

By providing flexibility in all four groups, there is no distinction between profiles based on when a faculty member was hired. In other words, a faculty member hired in 1985 could have the same profile as a faculty member hired in 2002.