

WORKLOAD RESOLUTION

Whereas: the Ohio Faculty Council (OFC) is recognized by the Chancellor and the Ohio Board of Regents and represents the faculty at all of the four-year public universities in the State of Ohio;

And, whereas: the OFC espouses strong and consistent faculty influence at the state level on issues and policies related to higher education and addresses concerns common to faculty members of the four-year public universities and issues crucial to citizens of Ohio related to higher education;

And, whereas: the OFC is charged with presenting a faculty perspective on major issues affecting higher education to the Chancellor, the Ohio Board of Regents, officials of the State of Ohio, the administrations of four-year institutions of higher education and the general public;

And, whereas: language proposed by Ohio HB 484 to be included in the state's mid-biennium review (MBR) bill would mandate that state universities evaluate their workload policies by the end of this calendar year, and that state universities would increase aggregate faculty workload by ten per cent in the combined areas of instruction, advising and research by the end of Fiscal Year 2017;

And, whereas: evaluations of workload policies and current practices are needed to determine the most appropriate means of allocating faculty resources so as to provide high quality and value higher education to the citizens of Ohio;

And, whereas: changes in faculty workload made in the absence of such evaluations are likely to have substantial negative effects on the reputations of universities and colleges in Ohio due to the diminished ability to recruit top faculty with substantial research, grant and contract abilities and teaching records, and diminished faculty participation in community activities;

And, whereas faculty have had no opportunity to participate in the evaluation or development of policies regarding workload changes in a manner consistent with the accepted principle of "shared governance";

Therefore: Be it resolved, that the Ohio Faculty Council supports the proposition that universities embark upon a careful evaluation of their workload policies in the spirit of the accepted principle of "shared governance";

And, Be it further resolved, that the Ohio Faculty Council is deeply concerned about the implementation of an arbitrary increase in aggregate faculty workload by ten percent in the combined areas of instruction, advising and research in the absence of the determination of specific strategic needs and/or advantages;

And, Be it further resolved, that institutions of higher education should adhere to following principles when developing workload policies or changes to current workload policies:

1. Workload policies be consistent, based on written, transparent rules;
2. That base workloads be established for each department or unit based on mission, and that reasons for workload increase or decrease from that base be clearly stated in writing and the need for such a change;
3. That formal and consistent mechanisms be established that allow individual faculty to request adjustment in their workload to engage in institutionally appropriate activities;
4. That workload policies and changes be consistent with the department/unit, college and institution's established guidelines for: faculty retention, tenure, and promotion; guidelines for merit raises; collectively bargained and contractual employment clauses; and all other guidelines for faculty evaluation;
5. That faculty participate in the development of workload policies and changes from the initial stage of development through implementation and that faculty have the ability to evaluate the effects of implementation; and
6. That faculty participation in the development of workload policies and changes be through recognized faculty governance bodies such as faculty or academic senates, or, where appropriate, through faculty unions; that faculty participation be in every way consistent with the 1940 and 1970 statements on "shared governance."