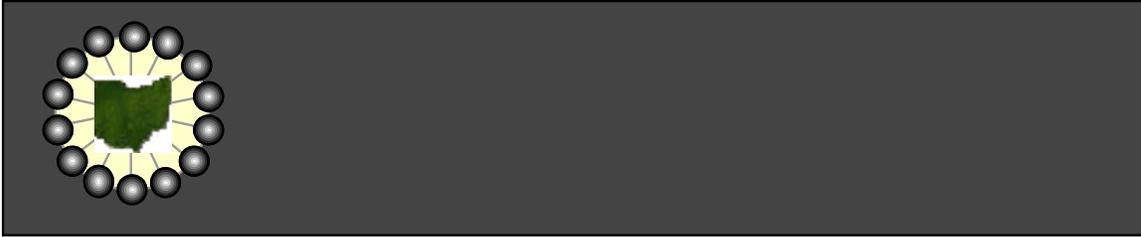


OHIO FACULTY COUNCIL



April 12, 2013

OHIO FACULTY COUNCIL RESOLUTION ON FACULTY WORKLOAD POLICIES

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 the 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: recent mandates of across-the-board increases in teaching loads, for example by the University of Toledo and as proposed in the original HB 59, fail to take into account variations in institutional or departmental missions or individual faculty responsibilities;

And, whereas: these proposed increases in teaching loads could have severe negative effects on other, non-classroom duties and responsibilities of faculty members, such as the mentoring of individual students, research, creative work and university and community service;

And whereas: these proposed changes in faculty workload could result in substantial loss of external research funding to those institutions,

And whereas: these proposed changes in faculty workload could have substantial negative effects on the reputations of universities due to the diminished ability to recruit top faculty with substantial research, grant and contract abilities and records; the possible loss of accreditation of many programs, and diminished faculty participation in community activities;

And whereas: the effects of these proposed workload changes could be particularly severe on untenured faculty in research intensive (PhD and MA/MS) departments and diminish their chances for tenure and promotion and their future career opportunities;

And whereas: OFC recognizes the right of faculty to participate in developing, revising, implementing, and evaluating policies regarding workload in a manner consistent with the accepted principle of "shared governance";

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Therefore, be it resolved: That the Chancellor and Ohio Board of Regents charge institutions of higher education and their boards of trustees to adhere to the following principles when developing or adjusting current workload policies:

1. That workload policies and adjustments to the policies be consistent with the department/unit, college and institution's established guidelines for faculty retention, tenure, and promotion (RTP) guidelines, guidelines for merit raises, contractual employment clauses, and all other guidelines for faculty evaluation;
2. That formal mechanisms be established that include faculty participation in the development and adjustments of faculty workload policies, and include faculty evaluation of the effects in the implementation and adjustments of these policies;
3. That faculty participation in the development of workload policies and changes be through recognized faculty governance bodies, such as faculty or academic senates, and where appropriate, faculty unions; and that faculty participation be in every way consistent with the 1940 and 1970 statements on "shared governance";
4. That application of workload policies be consistent and based on written, accessible rules;
5. That workload policies allow for flexibility for colleges, departments and other units, and for individual faculty, to take into account differences in missions, duties, and other responsibilities;
6. That adjustments to workloads for departments, units and individual faculty be justified in writing, and that departments, units and individual faculty have the ability to appeal adjustments;
7. And that individual faculty be allowed to request adjustments to their workload to engage in institutionally sanctioned activities, including, but not limited to, funded external research and institutional and community services; and that requests be evaluated according to formal, consistent and agreed-to criteria.

Resolution approved unanimously by representatives to the Ohio Faculty Council on April 12, 2013.

Dr. Rudy Fenwick
Chair, Ohio Faculty Council