

## Ohio Faculty Council

### Reorganization and the Role of Faculty

As more of Ohio's public colleges and universities undertake large scale reorganization efforts, we, the members of the Ohio Faculty Council, call on the administrative leadership of these institutions to explicitly recognize and heed the voice of their faculty in these wide-reaching processes. Many of these efforts are being undertaken to reduce the university's budget. Recognizing the financial stresses all of us are facing, we call on our administrative leaders to be transparent about our institutions' finances and share with the faculty the actual budgetary reductions that a reorganization will provide and to work with faculty and other constituents to consider alternative methods of budget reduction. All decision-makers must consistently place the academic mission of our colleges and universities above all other priorities, and to take every reasonable precaution to ensure that restructuring proposals will be effective and successful. We need to be careful not to value perceived efficiencies above all else, while also acting as stewards of important (and limited) public resources.

For the continued success of Ohio's publicly funded higher education institutions, it is imperative that faculty members, the individuals who have expertise in the delivery of curriculum and research, are given meaningful opportunities to influence changes in structure, process, leadership and operation of our academic units, as well as the overall shape of our institutions. We call on administrative leaders to respect the principles of shared governance, abiding by institutional policies requiring not only notices of desired changes, but to work with faculty to establish guiding principles for any changes. Administrative leaders need to work together with faculty experts and honor their knowledge about curricular, advising, and research needs of our students and disciplines. They must also give sufficient consideration to the full range of contributions their universities make to the quality of life and the betterment of society in the state.

Sensitive to the workforce needs of the state and our regions, we are also cognizant of the differences between career preparation and job training, and we call on college and university leaders to continue to emphasize the importance of educational experiences that are grounded in inquiry, self-discovery and scholarship. We reiterate the importance of shared governance and encourage university leadership to regularly work together with faculty, staff, and students in formulating the steps and implementation of academic reorganization, and where decision making is ongoing, facilitating channels for feedback and input as appropriate.