

Resolution
Changes to FS Handbook required by One OHIO
Professional Relations Committees
First Reading
April 6, 2020

Whereas One OHIO calls for the integration of regional faculty into appropriate departments/schools on the Athens campus,

Whereas the Faculty Handbook is now outdated with respect to the integration,

Be it resolved that the language in the faculty handbook be modified as indicated in the following sections to remove the phrases “regional”, “or regional campus division” “or the regional campus (dean)” as appropriate. This does not apply to the term ‘regional’ in all instances.

II.B.1 Professional Courtesy Appointments

Appointments are made by the dean of a college upon recommendation from a department , and copies of the letter of appointment go to the Provost and President.

II.C.3 Classification of Faculty

Within a given department **regardless of** campus, each person holding faculty rank shall hold but a single classification.

II.C.3.a.vii. All faculty in the Tenure Track shall be employed, in terms of their work assignments, according to the following guidelines:

- a.** Faculty members may be employed on the basis of full-time or part-time appointments.
- b.** Faculty members of a given department may negotiate a shift from a full-time to a part-time appointment, or from part-time to a full-time appointment.
- c.** A faculty member on a part-time appointment desiring temporarily to shift to a full-time appointment may seek a colleague holding such an appointment who wishes temporarily to shift to a part-time employment, and, with the department's approval, such an exchange of appointments may be arranged.
- d.** The intention of a faculty member to seek a change in the character of his/her appointment (full-time to part-time, or part-time to full time) shall be discussed with his/her chair one year in advance.

II.C.3.a.viii (currently mislabeled ii.)

All faculty in the Tenure Track and holding part-time appointments shall be subject to the following conditions of appointment and to the rights and benefits associated with such appointments:

- a. Salaries shall be negotiated at the departmental level, the end product of negotiation to be a proportionate part, depending on work assignment, of the salary a similarly qualified full-time person would receive in the given department or on the given campus.
- b. Tenure and promotion are both to be granted according to general University regulations and departmental criteria currently operative as regards persons holding full-time appointment.

II.C.3.b.vi. Instructional Faculty may be promoted (without tenure). Minimum criteria for consideration for promotion are outlined in [II.C.3.b.vi.a-c](#); these are minimum criteria for consideration for promotion. Departments schools may establish more stringent criteria for promotion.

II.C.3.b.vi.c. If departments, schools, and colleges adopt more stringent criteria for promotion than those outlined above (a-c), such criteria should emerge from a faculty committee.

II.C.e.d.ii.

NOTE: If the teaching load fulfilled by one or more instructors in a department becomes more long term (more than 4 consecutive semesters, excluding summers), consistently rises above 0.5 FTE, and could be filled by a full-time or nearly full-time (0.75 FTE or above) position, a department or regional campus should request a Tenure track (II.C.3.a) or Instructional Faculty (II.C.3.b) position and fill it according to the hiring policy of the department and university standards for hiring full time employees. FTE is calculated using the workload policy of the individual department in question.

II.I.2.b. ***Selection of persons to receive leaves.*** A member of the faculty may request a leave of absence without pay for any good reason. Such leaves must have the approval of the chair, the academic dean, and the Provost. The faculty member may appeal denials through regular grievance channels.

- c. ***A presidential contract will be issued.*** Terms of the leave should be clearly stated in writing in the form of an agreement between the individual and the chair, the academic dean, and the Provost. Provisions in the agreement should include the following:

ii.N.6. The dean of each college is responsible for monitoring overload contracts and assuring that the conditions specified above are met.

IV. L.5

Endnote [3] Department chair is equivalent to school director, or the associate director of the Voinovich School.