

**Sense-of-the-Senate Resolution on Teaching-Intensive Tenure Track Faculty
Promotion and Tenure & Professional Relations Committees
December 11, 2017—For Discussion**

Whereas the erosion of tenure both locally and nationally is a major threat to academic freedom, shared governance, curricular integrity, the tenured faculty to student ratio that impacts ranking, and to increasing research, scholarly, and creative activity of the faculty;

Whereas the erosion of tenure destabilizes the faculty;

Whereas budget constraints on American universities and the deterioration of university missions (Being driven by enrollment, agendas of state and federal agencies, concerns primarily on academic generation of revenue) have accelerated erosion of tenure across the nation and at Ohio University through increased numbers of non-tenure track lines;

Whereas addressing teaching needs at the university through hiring tenure track faculty rather than through hiring contingent labor is the best practice for stopping the erosion of tenure and destabilizing the faculty;

Whereas hiring tenure track faculty on differential workloads, instead of hiring non-tenure track faculty, could accommodate increased teaching needs while continuing to invest in the research mission of the university,

Whereas the Faculty Handbook already allows for variable workload distribution at time of hire (II.A.1.B);

Be it resolved that as appropriate to the mission of departments, schools, and colleges, faculty and administrators intentionally provide the means by which to consider teaching-intensive tenure lines through planning, promotion and tenure criteria, and workload management;

Be it resolved that those responsible for hiring requests and decisions hire, whenever possible, teaching-intensive tenure track faculty before defaulting to non-tenure track faculty;

Be it resolved that the Senate and Administration at Ohio University seriously consider mechanisms for converting appropriate non-tenure track Group II faculty to teaching-intensive tenure track lines; and

Be it resolved that departments ensure that promotion and tenure criteria reflect actual workload distribution of faculty, including teaching-intensive, research-intensive or balanced faculty lines as appropriate to their mission.

Notes:

This resolution does not call for the firing of Group II, nor does it assume a forced conversion of non-tenure track individuals to tenure track. It does assume a rational approach to and method for converting non-tenure track faculty to tenure track as appropriate. This resolution also assumes that departments will continue to argue for their needs, including balanced teaching and research tenure line hires or more research intensive than teaching intensive when appropriate.

Resources: <https://www.aaup.org/report/tenure-and-teaching-intensive-appointments>