

**Sense-of-the-Senate Resolution on
Guiding Principles for One OHIO integration of Faculty
Promotion & Tenure and Professional Relations Committees
First Reading
February 3, 2020**

Whereas OneOHIO calls for the integration of regional faculty into appropriate departments/schools on the Athens campus;

Whereas the Faculty Handbook states that “Tenure Track faculty may be hired on differential workload distributions as appropriate to meet the needs of the department/school, but all should contribute to the teaching, research and service missions of the university.” (Faculty Handbook II.C.3.a);

Whereas the Ohio University Faculty Handbook states, “The letter of appointment will contain the initial workload percentages for teaching, research and service as negotiated for the position (II.A.1.b) and include the promotion and tenure guidelines as appropriate for the position (II.A.3)”;

Be it resolved that all tenure-track and instructional faculty, regardless of original campus of hire, shall retain the same tenure status and faculty rank, with all rights and privileges thereof, after integration into Athens campus departments/schools.

Be it further resolved that all probationary tenure track faculty and all tenured associate professors, regardless of original campus of hire, be considered for promotion and/or tenure based on the workload (teaching, research and service (T:R:S) distribution) and criteria as provided with their letter of hire or at their last promotion according to departmental standards.

Be it further resolved, that if this resolution is supported by the Faculty Senate, the Provost will sign this Sense of the Senate resolution as outlined in VI.B.4.F of the *Faculty Handbook* (“The Provost may sign the resolution as reflection of support for the Senate’s position”).

**Sense of the Senate Resolution on
Guiding Principles on Revising Departmental/School/College Promotion and Tenure and
Promotion Documents for OneOHIO
Promotion & Tenure and Professional Relations Committees
First Reading
February 3, 2020**

Whereas the faculty handbook states that “The criteria used to make decisions on promotion and tenure must originate in the department, school, or division in consultation with the dean. ... These criteria and any changes made to them must be approved by a majority of the Tenure Track faculty of the department/school/division.” (Faculty Handbook II.C.6. Faculty Tenure);

Whereas the faculty handbook also states that “If a college or regional campus has written promotion and tenure criteria, these criteria and any changes made to them should originate in meetings of faculty, as a whole or by committee in consultation with the dean. The criteria and any changes made to them must be approved by the Tenure track faculty in the college or campus.” (Faculty Handbook II.C.6. Faculty Tenure);

Whereas faculty from regional campuses are a valuable resource for models for tenure and promotion and promotion of faculty on workloads that may be more teaching intensive;

Be it resolved that all colleges and schools/departments on the Athens campus review their promotion and tenure documents in recognition of the One OHIO integration and revise those documents to be inclusive of differential workload (T:R:S distributions) and to provide pathways for promotion of tenured associate professors, and promotion and tenure of tenure track faculty reflecting the differential workload distributions of faculty after the One OHIO integration;

Be it further resolved that pathways to promotion and tenure and promotion value all faculty contributions to the teaching, research, and service missions of the university;

Be it further resolved that faculty (from regionals) be included in conversations and decisions to change promotion (whether for tenured or instructional faculty) and tenure and promotion documents in Athens campus departments to be more inclusive of differential workloads and to recognize that workloads reflect the distinct missions of each campus;

Be it further resolved, that if this resolution is supported by the Faculty Senate, the Provost will sign this Sense of the Senate resolution in support as outlined in VI.B.4.F of the *Faculty Handbook* (“The Provost may sign the resolution as reflection of support for the Senate’s position”).