

## Resolution on Multi-Year Contracts for Instructional Faculty

Faculty Senate  
February 7, 2022  
Second Reading

**Whereas** the current language in the OU Faculty Handbook suggests that multi-year contracts should be offered to Instructional Faculty after five years.

**Whereas** a recent survey of instructional faculty by OU AAUP found that only 5% of respondents (7/136) are on multi-year contracts, and 88% of respondents who are on single-year contracts (108/123) want a multi-year contract.

**Whereas** at R2 universities nationally, roughly half of contingent faculty are on multi-year or indefinite contracts ([AAUP, 2018](#)).

**Whereas** in light of recent faculty layoffs and retirements, there is a need to stabilize the faculty and recruit talented new faculty.

**Whereas** many instructional faculty stay with Ohio University for decades and even their entire academic careers.

**Whereas** current instructional faculty have remained dedicated to their students, their colleagues, and Ohio University throughout a very difficult period of layoffs, budget cuts, and a global pandemic.

**Be it resolved**, Faculty Handbook section II.C.3.b.iii (pp. 17-18) shall read as follows: *Normally, the contracts for Instructional faculty will be a nine-month, renewable contract for a term of one-year for the initial five years of service in all instances where a department's or regional campus's experience, or other factors, indicates that a faculty member will be employed for the whole of the ensuing nine-month academic year. Afterward, Instructional faculty holding the rank of Associate Professor of Instruction or Professor of Instruction will be offered five-year renewable contracts. Renewals of contracts for Instructional faculty at the rank of Associate Professor of Instruction or Professor of Instruction will also be offered for a term of five years. However, the length of the initial and subsequent contracts can be negotiated based on qualifications, experience and need of the faculty member and department or regional campus.*

**Be it also resolved**, for the academic year following the adoption of this policy, all instructional faculty holding the rank of Associate Professor of Instruction or Professor of Instruction who are currently on one-year renewable contracts will be offered five-year renewable contracts.