

**Resolution**  
**Changes to FS Handbook required by One OHIO (part 2)**  
**Professional Relations Committees**  
**First Reading**  
**May 4, 2020**

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

**Whereas** Faculty Senate has passed resolutions on guiding principles for faculty integration for One OHIO,

**Whereas** the Faculty Handbook is now outdated with respect to the integration,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 be in line with the One OHIO initiative.

**Instructional faculty**

II.C.b.v. Instructional faculty must be evaluated annually by the chair or director according to departmental or regional campus guidelines and in accordance with [Section II.E.1](#) of the Faculty Handbook. A comprehensive review should be performed in the last year of a multi-year contract or upon application for promotion. A written evaluation of the faculty member will be forwarded to him/her by February 15 on an annual basis by his/her director or chair ~~or division coordinator~~. The director or chair shall employ a departmental committee or committees in the evaluation process, which shall conform to the department's written procedures and demonstrate peer review as a part of the merit process.

II.C.b.x. Instructional faculty are encouraged to participate in activities to promote professional development directly related to their responsibilities. ~~Departments and regional campuses~~ should support professional development activities directly related to a faculty member's responsibilities.

**Fixed-term** – remove 'or regional campus' for example

II.C.d.i. Salaries are to be negotiated at the departmental ~~or regional campus~~ level, with salary increments to be granted in accordance with University policies.

II.D.4. Termination of Appointment by the University

c. If the termination arises from the elimination of a program or department of instruction for educational reasons, the procedures set forth in this section, rather than regulations described below under "Loss of Tenure" will be invoked. The decision to eliminate a program or department will be based on educational considerations. Educational reasons for discontinuance would include the lack of a continuing need for the program; they would also include a lack of educational quality. Considerations about the need for the

program would include a significant and persistent trend of insufficient enrollment. Educational quality considerations would include the quality of instruction, scholarly achievement, intrinsic academic worth, or curricular value to other academic areas. Schools ~~and regional campuses~~ are equivalent to departments for purposes of this policy.

d.v.c. Third, reductions within departments, and schools ~~and regional campus divisions~~ are to be in order by least seniority, seniority being defined as the time that has elapsed since the fiscal year of a faculty member's current appointment to the University. An exception may be made in the case of a less senior faculty member whose responsibilities could not be met satisfactorily by another faculty member in the college, and whose loss would seriously damage his/her department's program. Petitions for such an exception should be submitted with full documentation to the Retrenchment Committee. Where two or more faculty are of equal seniority, reductions within this classification are to be governed by program needs. Where program needs are equivalent, affirmative action considerations are to be applied.

## II.G. Faculty Grievance

2.The grievance should be submitted in writing first to the Department Chair; if there is no resolution it moves next to the dean of the College, and finally to the Provost as outlined below. In the case of the regional campuses, the grievance should be submitted in writing to ~~the division coordinator~~, then to the dean of the campus, and finally to the Provost.

- a If the chair ~~(or in the case of regional campuses the divisional coordinator)~~, Dean, or Provost are identified in the grievance or have a conflict of interest, then the grievance must be submitted in writing to the next administrative officer in the hierarchy.
- b In the rare instance that the chair ~~(or in the case of regional campuses the divisional coordinator)~~, Dean, and Provost are all identified in the grievance or have a conflict of interest, the grievance should be sent to the President who will forward it to the Professional Relations Committee of the Faculty Senate for review.

## II.I Leaves of Absence

**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 ~~or regional campus dean~~, the academic dean, and the Provost. The faculty member may appeal denials through regular grievance channels.

**d. 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 ~~or regional campus dean~~, the academic dean, and the Provost. Provisions in the agreement should include the following.

## II.N. Overload

4. Overload assignments typically receiving monetary compensation from Ohio University funds include off-campus teaching, correspondence **and on-line teaching**, continuing education, workshops, conferences and institutes, advanced-standing examinations, assumption of a substantial portion of the regular teaching or administrative duties of someone who is unable to complete them, ~~and, for regional campus faculty only, additional teaching on their home campus.~~ Other kinds of overload assignments, such as funded research time during the academic year, may receive monetary compensation from non-University (particularly, non-State-of-Ohio) budget sources.
  
6. The dean of each college ~~or regional campus~~ is responsible for monitoring overload contracts and assuring that the conditions specified above are met

I II.O. Regional campus faculty members

- 1 Persons appointed to teaching positions at the regional campuses are members of the faculty of Ohio University under the terms and conditions of this Faculty Handbook.
  
- ~~2 At each regional campus there shall be one or more academic divisions. The faculty member designated to hold administrative responsibility for a division will have the title of division coordinator. The activities and responsibilities of the division (and its coordinator) shall be analogous to those of a department (and its chair).~~
  
- 3 Each appointment to a faculty position shall be designated ~~for a specific campus and academic division as well as academic discipline (e.g., Assistant Professor of History, Division of Humanities, Lancaster Campus)~~ to a home department.
  
- ~~4 Where policies or procedures on the Athens campus call for action by a department (or chair), a dean, and the Provost, analogous procedures will be followed on each regional campus with action by the division (or coordinator), the regional campus dean, and the Executive Dean for Regional Higher Education.~~
  
- 5 Part- and full-time regional campus faculty members conduct instruction in courses that are the responsibility of Athens campus academic departments. ~~It is the mutual responsibility of the department and the regional campus faculty member to provide coordination and assure equivalence in course content and academic standards. In such cases,~~ The following will also apply:
  - a The initial appointment requires the approval of the Athens campus department,
  
  - b The faculty member may teach only those courses for which he/she is approved by the department, and
  
  - ~~c~~ During consideration of Advancement in rank or award of tenure is the responsibility of the Athens home department and follow criteria presented at the time of hire. ~~the~~

~~regional campus promotion and tenure advisory committee shall consult with the Athens department, and the department shall provide a written statement that must be included with the documents considered by the committee and others in the review process.~~

#### ~~J—Relocation from One Ohio University Campus to Another~~

- ~~1—Relocation of a faculty member from one campus to another requires the agreement of the faculty member and appropriate approvals at the campus where the faculty member is to be employed (in the case of relocation on the Athens campus, the chair and dean must approve; in the case of relocation to a regional campus, the division coordinator and campus dean must approve).~~
- ~~2—Rank, tenure, and salary attained at the previous campus are subject to negotiation as part of the relocation process.~~

### **II.S. Consensual and Family Relationships**

#### **Endnotes**

[1] The term "academic department" includes not only departments but also ~~schools and regional campus divisions~~. When action by a department is indicated, it is understood that such action shall be according to the established procedures of each department. (See [Sections II.O](#) for details of regional campus procedures.)

**V.A.16** Regional campus faculty members shall submit requests for a University Faculty Fellowship to ~~the division coordinator. The division coordinator may forward the faculty member's application to the chair of the appropriate department at the Athens campus or to the most closely related department if no corresponding department exists. He/she shall take such action at the faculty member's request.~~ The Athens department shall give advice on the merit of the faculty member's proposal and return it to the ~~division coordinator in making his/her recommendations to the regional campus dean of the college who will provide. The regional campus dean shall review all applications at his/her campus. He/she will send applications and his/her recommendations to the~~ Provost, who will review them and make recommendations to the President for final approval or disapproval, subject to confirmation by the Board of Trustees. If the evaluation process results in a decision not to approve the application, the faculty member will be given written notification no later than March 15. The written statement will be made by the person in the review process who first recommends disapproval of the application. The appeal procedure shall be through the ~~division coordinator, the regional campus dean,~~ the Dean, the Provost, and then the Professional Relations Committee of the Faculty Senate.