

**Sense-of-the-Senate Resolution on
Erosion of Tenure and Faculty Positions/Workloads during Budgetary Restrictions
Promotion & Tenure and Professional Relations Committees
Approved - May 6, 2019**

Whereas budget constraints on Ohio University are accelerating the erosion of tenure at Ohio University through attrition of tenure track faculty, and a resulting increase in the ratio of non-tenure track to tenure track lines;

Whereas tenure is the means by which academic freedom, the creation of new knowledge, shared governance, and curricular integrity are encouraged and protected;

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

Whereas cuts in recent years have continued to flatline or even decrease the number of tenure track faculty in most departments, even though President Nellis and EVP & Provost Djalali have publicly stated their desire to raise the research profile of Ohio University;

Whereas finding pathways to move non-tenure track lines to tenure track lines would help support the research mission and since movement from NTT to TT can be achieved through multiple avenues, including the conversion of nationally hired NTT faculty to TT as appropriate; and

Whereas the upcoming integration of RHE faculty into the Athens campus departments will require due diligence afforded to appropriate TRS scores and promotion and tenure guidelines;

Be it resolved that the University use its ability to hire tenure track faculty on variable workload distribution (Faculty Handbook II.A.1.B) to protect both the research and teaching mission of academic departments, *with* the expectation that all tenure track faculty contribute to some extent to all areas (TRS) of the mission of the university;

Be it resolved that since the Faculty Handbook (II.A.1.B) allows for variable workload distribution for Tenure track faculty, departments, schools, and colleges, in sync with their mission, define the mechanisms and conditions by which to hire, tenure, and promote teaching-intensive or research intensive faculty. (Not solely to be driven by budgetary concerns.);

Be it resolved that those responsible for hiring requests and decisions will hire, whenever possible, tenure track faculty at differential workloads before defaulting to non-tenure track Instructional faculty. Reliance on part-time, fixed term contract instructors should be rare;

Be it resolved that while recognizing that departments need flexibility to make certain determinations, the Senate and Provost's Office collaboratively create mechanisms for establishing appropriate pathways from non-tenure track to teaching- or research-intensive tenure track lines;

Be it resolved that potential implicit or invisible effects of changes in distributions be considered when making decisions. For instance lowering service expectations not only effects shared governance and engagement internally, but would also have consequences for Ohio University's faculty's ability to raise the national and international profile of faculty through engagement outside of the university;

Be it resolved that faculty workloads be transparent and fairly evaluated with clear metrics for faculty evaluation based on differential workloads; and, that evaluation and promotion and tenure criteria reflect actual workload distribution of faculty, including teaching-intensive, research-intensive or balanced faculty lines as appropriate to their mission; and

Be it resolved, we request that if this resolution is supported by the Faculty Senate the Provost signs 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").