

**Sense of the Senate Resolution on the Inclusion of Bonuses in Contracts**  
**Faculty Senate**  
**Second Reading**  
**November 1, 2021**

**Whereas** bonuses have been awarded to select administrative leaders during periods of significant faculty retrenchment;

**Whereas** awarding bonuses should indicate financial health and renders dubious any justifications for eliminating faculty and staff positions based on claims of financial hardship;

**Be it resolved** that no person appointed to the rank of Dean, Vice-President, President, Provost, Vice-Provost, Chief, or anyone holding a Department of Athletics position with a base annual salary exceeding that of the Governor of Ohio shall receive any bonuses if, in the same year, there are no cost of living salary increases for faculty, or the University eliminates faculty and staff positions via layoffs, or eliminates programs, or eliminates departments, or eliminates campuses, or does not renew contracts for instructional faculty for budgetary purposes;

**Be it further resolved** that no bonus will later be awarded for performance during the year in which the elimination of faculty, staff, programs, departments, or campuses took place due to claims of financial hardship;

**Be it further resolved** that not awarding bonuses during years in which the elimination of faculty, staff, programs, departments, or campuses took place due to claims of financial hardship be reflected in all initial employment contracts and in all subsequent contracts.