

**Sense of the Senate Resolution on
Interdisciplinary/Cross Departmental Hires**

Faculty Senate Executive Committee

Faculty Senate

PASSED

June 26, 2023

Whereas: Ohio University hires faculty with the specific intent that they work across multiple departments, schools, colleges, and/or campuses,

Whereas: Previous faculty in interdisciplinary programs have faced unique barriers with evaluation and promotion/tenure due to variable expectations from multiple departments.

Whereas: By virtue of working across multiple departments, schools, colleges, and/or campuses, faculty in interdisciplinary appointments are at increased risk of being overburdened especially in areas of service and teaching,

Whereas: A lack of clear and explicit distribution of workload, and a lack of clear definitions and standards for review creates a problematic climate for evaluation, promotion and tenure and promotion for all faculty, but especially for faculty that work across multiple departments, schools, colleges, and/or campuses,

Whereas: Programs that span multiple departments, schools, colleges, and/or campuses are more easily affected by changes in their departments' teaching and service capacity, accreditation requirements, or program changes,

BE IT RESOLVED that Memos of Understanding address the university's commitment to supporting the interdisciplinary nature of the position by describing specific steps they will take to protect the faculty's member's time across the multiple departments, schools, colleges, and/or campuses.

BE IT RESOLVED that Memos of Understanding for all interdisciplinary hires with input from all host programs, departments, schools, and colleges be provided at the time of offer,

BE IT RESOLVED that Memos of Understanding should have clear definitions of home department, workload and how workload (courseload, service assignments, and research expectations) will be distributed across programs, departments, schools, and colleges.

BE IT RESOLVED that Memos of Understanding provide clear guidelines as to the explicit expectations and processes for evaluation and for tenure/promotion or promotion for the hire.

BE IT RESOLVED that Memos of Understanding should describe conditions under which the workload distribution might change and how that will in turn affect the expectations and processes for evaluation and for tenure/promotion or promotion.

BE IT RESOLVED that Memos of Understanding address each department's, school's, college's, and/or campus's commitment to ensuring the interdisciplinary hire is given appropriate or full membership in each department, school, college, and/or campus.

BE IT RESOLVED that Memos of Understanding include a timeline, process, and mechanism for faculty input for evaluation and possible renegotiation of workload distribution that meets the changing needs of the interdisciplinary program, and all of the associated departments, schools, colleges, and/or campuses.

BE IT RESOLVED that Memos of Understanding be provided at the time of job offer and included with the hiring packet for all interdisciplinary hires.