

(Issue was never resolved and no vote was taken here)

**UHD FACULTY SENATE RESOLUTION
REGARDING: Workload Reduction
February 24th, 2016**

WHEREAS: The service workload for many faculty members has become overwhelming, as evidenced by the 2014 Faculty Climate Survey where almost 44% of faculty responded with “Disagree” or “Strongly Disagree” when asked if their workload was reasonable; the service workload is unbalanced in that a minority of people are doing a majority of the work; many junior faculty are being asked to chair important university committees; UHD is highly under-staffed when compared to peer institutions causing much committee work to fall to the faculty; many faculty are serving on several important university and departmental committees simultaneously – stretching their attention too thin and preventing their best work on each committee; and teaching and research/scholarship are suffering because of these service workload conditions,

BE IT RESOLVED THAT the UHD Faculty Senate urge the Provost, Deans, and Chairs to ensure that:

1. No more than one committee assignment, above the level of the discipline/program, be given to junior faculty in their first year.
2. Junior faculty may not chair committees above the level of the discipline/program (i.e., no chairing departmental, college, or university committees).
3. No faculty member serve on more than two University-level committees per year (including Senate).
4. If one or more full professors are on a university committee, one of the full professors must chair that committee.
5. Department Rank and Tenure committees must be chaired by a full professor.