

UHD FACULTY SENATE RESOLUTION
REGARDING: Workload Reduction/Redistribution
(Draft), 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 **department**, be given to junior faculty in their first year.
2. Junior faculty **without tenure** may not chair committees above the level of the **department in their first three years of employment at UHD** (i.e., no chairing college or university committees in the first three years).
3. No faculty member will serve on more than two University-level committees per year (including Senate).
4. **Consistent with the leadership role of the full professorate**, if **two or more** full professors are on a university committee, then one of the full professors must chair that committee.
5. **Faculty evaluation rubrics be modified, if necessary, so that the following are rewarded:**
 - a. **Departmental and discipline service and leadership for assistant professors**
 - b. **College, Departmental and discipline service and leadership for associate professors**
 - c. **University, College, Departmental and discipline service and leadership for professors**
6. **Leadership in service is interpreted more broadly than the chairing of committees alone.**