

**UHD FACULTY SENATE RESOLUTION**  
**REGARDING: Workload Redistribution**  
**February 21, 2017**

WHEREAS: The service workload for many faculty members has become overwhelming, as evidenced by the 2015 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 serve and chair 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 new tenure-track faculty in their first year at UHD.
2. Tenure track faculty may not chair committees above the level of the discipline/program (i.e., no chairing departmental, college, or university committees) in their first three years at UHD.
3. No faculty member may be obligated to serve on more than two University-level committees per year.
4. If more than one full professors are on a university level committee, one of the full professors is strongly encouraged to chair that committee.
5. If one or more full professors are on departmental Rank and Tenure committees, the committee must be chaired by a full professor.