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.