Faculty Senate Governance Committee

Charges & Condensed Timeline

September 2023 FSEC charges Faculty Senate Governance Committee to review the WLP in detail, collect feedback on the University Workload Policy and offer recommendations for improvement by the end of the AY 2023-2024

October 2023 GC chairs propose a timeline and subcommittees to distribute work on a faculty survey

January 2023 draft survey is completed, testers respond with a final version in February 2024.

March 2024 the GC surveyed faculty with aggregate results posted to the GC website on March 26

April 2024 report with recommendations was drafted and approved by GC, posted to GC website and shared with FSEC for discussion and faculty vote at May FS meeting

Workload Policy Report

Report includes

    Context

    Findings and Associated Recommendations

    Concluding Remarks and Additional Recommendations

    Appendix

        Recommendations (duplicated on a single page)

        Timeline of context and work

        Survey instrument

        Aggregate results

Seven Recommendations

 1. Given that more than a super-majority of faculty disagree that their workload assignment captures the work that they do and given that a substantial number of faculty disagree that the policy achieves key objectives, the Faculty Senate shall re-examine both the workload policy as well as its underlying objectives with particular focus on the possibility that the nature and diversity of faculty work imply significant limits on what a workload policy can achieve.

2. Given that a substantial number of faculty disagree that the policy enhances faculty well-being,

Seven Recommendations

5. The Faculty Senate shall consider whether existing accountability mechanisms are sufficient and explore the development of an additional mechanism via which faculty can report compliance problems with and complaints about both the university-level and unit-level policies.

6. The Faculty Senate shall consider revisions to the policy that would make it practically more descriptive and less prescriptive. In particular, the policy might be best re-constructed in such a way (1) that its objectives remain modest and (2) that it functions more as an accountability mechanism for administrators who have workload assignment and oversight duties.

7. The Faculty Senate shall remind administrators and faculty alike that a faculty workload policy is an

provisions of the manual thus provide at least a major role for faculty and a primary role may be well-advised. Administrators should not unilaterally formulate such policy. If and when they do, faculty shall

and until a workload-specific mechanism for such matters is developed.

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