Draft Revision of Faculty Workload Policy Available for Comment

provost@slu.edu

Tue 3/23/2021 2:57 PM

Dear Colleagues,

A draft revision of the current *University Policy on Faculty Workload* will be deliberated by the Council of Academic Deans and Directors (CADD) at its April 2021 meeting. Accordingly, CADD members request input from all interested faculty in advance of their review.

The draft revision is posted on the Policies page of the Provost's Office website. I invite you to review this draft and provide feedback via a Qualtrics Feedback Form. **The deadline for responses is Tuesday, April 20, 2021, at Noon.**

Please note that there are three components to review: the policy itself and two templates, which are appendices to the policy. The yellow highlighted text refers to Provost website and *Faculty Manual*-related items that will be resolved before the revised policy is implemented.

Following review of all feedback, the revision will be submitted for approval, first to CADD and then to me, with the goal of approval yet this spring. This timeline will give the academic units the remainder of 2021 and first months of 2022 to develop their own policies and individual faculty workload assignments and have them approved and implemented by mid-spring 2022.

As a reminder, the current *University Policy on Faculty Workload* was implemented in 2016 and was to be reviewed for possible revision in 2019. However, that review was postponed until last fall when a committee with the following membership was constituted:

- Co-chairs from the Provost's Office: Steve Sanchez and Miriam Joseph
- Deans: Bill Johnson (Law), Donna LaVoie (CAS), Michelle Sabick (PARKS)
- Department Chairs: Cathleen Fleck (CAS-Humanities), Laurie Shornick (CAS-Sciences), Travis Threats (DCHS)
- Faculty (appointed by the Faculty Senate Executive Committee): Ellen Barnidge (CPHSJ), Jim Fisher (CSB), Nikki Rogers (SON)
- School of Medicine Administration Rep: Jane McHowat*
- Faculty Fellow for Equity Issues: Katie Heiden-Rootes (SOM)

    Note: Per Dean Robert Wilmott, the School of Medicine is developing its own faculty workload policy so the revised policy—as is the case with the current policy—will not apply to faculty units reporting to him (i.e., SOM and CADE). SOM Associate Dean Jane McHowat attended our committee meetings for informational purposes only. This policy also does not apply to SLU's Madrid Campus faculty.

The committee held seven lengthy meetings between December 2020 – February 2021 and worked offline as well. The deans have since had an opportunity to provide initial feedback about this draft.

The draft revision addresses ambiguities in the 2016 document and issues emergent from it identified by the academic units, Provost's Office, and Faculty Senate. For example, it explicitly ties workload policies/assignments to faculty contracts, annual reviews, merit raises, and promotion and/or tenure thus avoiding situations where assigned workloads make it difficult to achieve promotion and/or tenure. It also specifically addresses matters of diversity, equity, and inclusion. And, critically, it provides much greater procedural transparency which should lead to improved administrative and

faculty accountability, as well as better workload balance and equity within units and across the institution. As I stated in my December 2020 presentation to the Faculty Senate and my February 2021 town hall, the revision of this University-level policy should not be conflated with the workload issues I discussed at those sessions; the policy does not, itself, address those issues.

At its heart, the draft revision differs little substantively from the current policy. The six core items under Section 5.0: Policy Statement of the current policy have been integrated into the draft, and the draft retains the current policy's workload unit requirements, tied to contract length. I note that the draft reflects recommendations from the Faculty Senate Academic Affairs Committee's 2020 review of the current policy.

As is the case with the current policy, the academic colleges/schools/departments are asked to develop their own policies that define and apply workload units in the context of their own disciplines and structures. In turn, those policies will—again, as is currently the case—guide the development of individual faculty workload assignments.

I thank the committee for its thorough review of our current policy and its efforts to improve upon that document. The committee and I welcome your insight during this public comment period.

Thank you,

Mike Lewis, Ph.D.
Provost

Follow-up on Faculty Workload Policy Revisions – Scheduled Open Fora

provost@slu.edu

Thu 4/1/2021 11:41 AM

Dear Colleagues,

Following up on my March 23rd message announcing the availability of a draft revision of the current *University Policy on Faculty Workload* and a Qualtrics feedback form through which comments may be submitted, I am pleased to share that two open fora have been scheduled as opportunities for further feedback. Members of the policy revision committee will respond to questions at these sessions.

- Monday, April 12, from 4:00-5:00pm [Zoom link]
- Thursday, April 15, from 4:00-5:00pm [Zoom link]

These links can also be found on the Office of the Provost Policies web page.

As a reminder, the deadline for responses to the draft revision is Tuesday, April 20, 2021, at Noon.

Thank you,

Mike Lewis, Ph.D.
Provost