

## SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Quantifying Faculty Work

SENATOR PROPOSING MOTION: José I. Juncosa, Jr.

SENATOR SECONDING MOTION:

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MOTION: The Faculty Senate charges the Faculty Welfare Committee with studying best practices and proposing a system to easily quantify Faculty efforts in the areas of Teaching, Research/Scholarship/Creative Activity, and Service in terms of Faculty workload. This system shall be compatible with the USM BOR's Policy on Faculty Workload and Responsibilities and will make it possible for a Faculty member to determine how their workload and its breakdown measure up to the USM guidelines. The purpose of this system will be to ensure that Faculty members are not being overburdened with excess workload, and that our promotion policies in this regard are in line with USM guidelines.

The Faculty Welfare Committee shall present their report by the second-to-last Faculty Senate meeting of Fall 2023.

JUSTIFICATION: Faculty Workload can be hard to quantify when accounting for Teaching, Research/Scholarship/Creative Activity. Faculty members should have a straightforward system to determine and keep track of their workload and its breakdown, so they can guard against deviations from Department, School, SU or USM standards. In addition, this system would give Faculty standardized measures to determine if their workload has increased over time.

ANTICIPATED IMPACT:

Negative: The Faculty Welfare committee will have an additional task. If implemented, Faculty might have to calculate their workload for evaluations and/or tenure/promotion materials.

Positive: If a viable system is found and implemented, Faculty will be able to easily tell if their workload is excessive or outside of relevant guidelines.

Is this a recommendation to the Provost? Yes \_\_\_ No \_\_\_

Is this a recommendation to someone else? No \_\_\_ Yes, to \_\_\_\_\_

DATE: Number of Senators Present:

Votes in Favor:

Motion Passes or Fails: