



2-14-22 Senate Assembly

**Resolution on the Faculty Workload policy proposed by Flint's Provost (December 2021):**

Whereas SACUA represents the faculty senate across all three University of Michigan campuses;

Whereas the purpose of tenure is in part to safeguard academic freedom, to allow faculty to pursue longer term research/projects or those with uncertain ends, and to pursue research that might not represent the ideas/views supported by the University or its funding bodies; this policy clearly infringes on a faculty member's ability to explore new, uncertain, or unpopular avenues of research and/or publication;

Whereas SACUA resists all policies that would threaten or erode tenure on any of the three campuses;

Whereas the Flint Provost proposed a new faculty workload policy in December 2021 without significant and meaningful opportunity for broad and inclusive Flint faculty input across all units/departments;

Whereas this policy effectively grants the University the right and the means by which to change the terms of existing tenured faculty contracts and/or tenure by reapportioning teaching loads;

Whereas there already exists methods for evaluation and rewarding/penalizing faculty productivity such as (but not limited to) annual reports, merit increases, the distribution of PDF/travel/discretionary funds, college and departmental awards for achievement, the granting of sabbatical and research leaves, etc.

Whereas this policy does not incentivize research but rather institutes a significant barrier to research productivity and excellence by increasing teaching loads;

Whereas this policy does not acknowledge issues of privilege within the institution of the University, and thus has the potential to lead to increased discrimination based on gender, racial/ethnic, or parenting status in regards to post-tenure productivity;

Whereas the proposed workload policy underestimates and undervalues service responsibilities across the Flint campus, and may de-incentivizing participation in faculty governance and general University stewardship;

Whereas, as attested to by research and highlighted in [\*Inside Higher Ed\*](#), [\*The Chronicle\*](#) and by the [\*AAUP\*](#), women disproportionately bear the burden of institutional service, thus this policy potentially creates further institutional inequity for female faculty by devaluing service contributions;

Whereas SACUA stands with our Flint colleagues in their objections to the workload policy and the process of its creation, in ensuring the integrity of tenure, and in the collective well-being of faculty on all three campuses;



BE IT RESOLVED, that SACUA calls on the Provost of Flint to withdraw the current workload and post-tenure review policy proposal, and that any future policy that redefines workload or tenure in anyway be advanced only with significant and broad input and support by the Faculty Senate of the University of Michigan.

*2-7-22, SACUA: Motion Passed Unanimously*

*2-14-22, Senate Assembly: Motion Passed: Yes: 35; No: 6; Abstentions: 8*