Temporary Nature of Increased Workloads Imposed by Current Extraordinary Circumstances

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Motion(s):

That the Provost and/or President provide a policy in writing that states that any increases over stated norms in faculty workloads imposed by current abnormal circumstances will not be permanent, will not set a precedent for future faculty workloads, and will expire as soon as we return to what the Provost calls "normal times" or within one contract year, whichever comes first.

Rationale:

In the CAH spring meeting, the Provost repeatedly noted that the University might, on a temporary basis, need to increase the workloads of some or all faculty. He called this, alternately and several times, either faculty "taking one for the team" or "doing it for the gipper." He said that such increases would be terminated when we return to "normal days." When I asked him to put that termination commitment in writing because my experience has often been that verbal promises or agreements at this University often go unhonored, that only those in writing are dependable, he replied that he had made the same promises at a Faculty Senate meeting and therefore they were recorded in the written minutes of that meeting. There are two
problems with the Provost's position on this, however: First, I do not think that two relatively colloquial statements, even when both have been recorded, are any better than just one such statement, and certainly do not have the same status or concreteness as a written policy statement. Second, verbal statements can be (or can be represented as) inaccurate because delivered "on the go" rather than being the result of considered composition (with definitions) and revision.

Response: