

Faculty Senate Governance Committee

Saint Louis University Workload Policy Report
and Recommendations
AY 2023-2024

Committee Members

- Kathy Kienstra, Co-Chair, Doisy College of Health Sciences
- Marie Philipneri, Co-Chair, School of Medicine
- Ellen Carnaghan, College of Arts and Sciences
- SangNam Ahn, College for Public Health and Social Justice
- Jaime Welborn, School of Education
- Pat Freed, School of Nursing
- Katy Smith, University Libraries
- Bonnie Wilson, Chaifetz School of Business
- Stephen McMillin, Faculty Senate Executive Committee Liaison

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, morale, retention, and collegiality, the Faculty Senate shall monitor data on faculty departures as well as failed searches.
3. The Faculty Senate shall explore ways to address the timing-mismatch between workload policy and performance evaluation.
4. Given that a substantial number of faculty (1) have reported that it is not clear what constitutes R1 scholarship in their discipline, (2) disagree that the Provost's teaching load requirement promotes workload equity across units, and (3) disagree that the mandate is appropriate for SLU, the Faculty Senate rejects the Provost's mandate and supports the policy's promise that "The specific distribution of work assigned for an individual faculty member in any academic year is not prescribed at a University level."

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 academic matter and a key aspect of the University's academic mission. The shared governance 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 be encouraged to engage the Faculty Senate's Faculty Manual violation complaint process unless and until a workload-specific mechanism for such matters is developed.