

RESOLUTION ON RECONCILIATION OF FACULTY HANDBOOK AND FACULTY SENATE WITH LEGAL MANDATES

RESOLUTION 2025-

WHEREAS, the 136th Ohio General Assembly enacted the Advance Ohio Higher Education Act (“the Act”), which becomes effective on June 27, 2025, and requires the Boards of Trustees of Ohio public universities to enact policies pertaining to subjects that overlap with provisions currently included in the Ohio University Faculty Handbook; and

WHEREAS, such overlap between University policies and Faculty Handbook provisions creates untenable inconsistencies, potentially compromising the University’s ability to comply fully with the laws to which it is subject; and

WHEREAS, on May 7, 2025, the State Employment Relations Board certified United Academics of Ohio University the exclusive representative of that portion of University faculty included in the union; and

WHEREAS, on January 17, 2025, the Board of Trustees passed Resolution 2025-4180, stating, in relevant part, that a new faculty collective bargaining agreement would “replace and supersede any current terms and conditions of employment in the handbook or other source documents,” and that “there is no guarantee that any or all of the existing compensation or other practices that are mandatory subjects of bargaining would be retained in a labor agreement as everything is subject to negotiations and may go up, down, or stay the same;” and

WHEREAS, in Resolution 2025-4180 the Board also stated that “the Faculty Handbook will remain wholly in place and relevant to the terms and conditions of employment only for all faculty members not included as members in a collective bargaining unit, consistent with the university’s ongoing commitment to the principles of shared governance.”

NOW THEREFORE, BE IT RESOLVED that the Provost or his designee(s) will promptly review current provisions in the Faculty Handbook to ensure they do not overlap, contradict, or conflict with any University policies required by any applicable laws or regulations and, where overlap is identified, replace such Handbook provisions with references to the relevant University policies, which may be revised or rescinded pursuant to University Policy 01.001. To the extent possible, the Provost will provide an update to the Board with regard to the reconciliation of Faculty Handbook provisions with University policies at the August Board meeting.

BE IT FURTHER RESOLVED that the President and her designee(s) are authorized to enter into negotiations for a collective bargaining agreement with the faculty union, during which no current

provisions of the Faculty Handbook relating to terms and conditions of employment shall be automatically incorporated into the collective bargaining agreement.

BE IT FURTHER RESOLVED that the President or her designee(s) shall review and recommend to the Board the structure and scope of responsibility for a new Faculty Senate (or alternative shared governance model), which would allow all faculty to address the academic matters currently within the Senate's purview. The President's recommendation shall also include a means for non-unionized faculty to continue to address terms and conditions of their employment as they have under the charge and authority of the current Faculty Senate. To the extent possible, the President will provide an update to the Board with regard to these recommendations at the August Board meeting.