**Resolution on Multi-Year Contracts for Instructional Faculty**

Faculty Senate

December 13, 2021

First Reading

**Endorsed by Faculty Members** Amanda Cox, Daniel Dennis, Samuel Dodd, Shelley Gruendler, Molly Gurien, Tom Hayes, Pamela Kaylor, Stephanie Miller, Bethany Padron, Michael Schor, Patricia Stokes, Rebecca VerNooy, and Nerissa Young; and **endorsed by Faculty Senators** Kyle Butler and Sarah Webb

**Whereas** the current language in the OU Faculty Handbook suggests that multi-year contracts should be offered to Instructional Faculty after five years.

**Whereas** a recent survey of instructional faculty by OU AAUP found that only 5% of respondents (7/136) are on multi-year contracts, and 88% of respondents on single-year contracts (108/123) want a multi-year contract.

**Whereas** at comparable universities, roughly half of contingent faculty are on multi-year or indefinite contracts ([AAUP, 2018](https://www.aaup.org/news/data-snapshot-contingent-faculty-us-higher-ed#.YXLbUNnMK3I)).

**Whereas** in light of recent faculty layoffs and retirements, there is a need to stabilize the faculty and recruit talented new faculty.

**Whereas** many instructional faculty stay with Ohio University for decades and even their entire academic careers.

**Whereas** current instructional faculty have remained dedicated to their students, their colleagues, and Ohio University throughout a very difficult period of layoffs, budget cuts, and a global pandemic.

**Be it resolved**, Faculty Handbook section II.C.3.b.iii (pp. 17-18) shall read as follows: *Normally, the contracts for Instructional faculty will be a nine month, renewable contract for a term of one-year for the initial five years of service in all instances where a department's or regional campus's experience, or other factors, indicates that a faculty member will be employed for the whole of the ensuing nine-month academic year. Afterward, Instructional faculty will be offered five-year renewable contracts. However, the length of the initial and subsequent contracts can be negotiated based on qualifications, experience and need of the faculty member and department or regional campus.*

**Be it also resolved**, for the academic year following the adoption of this policy, all instructional faculty holding the rank of Associate Professor of Instruction or Professor of Instruction who are currently on one-year renewable contracts will be offered five-year renewable contracts.sc