One OHIO Integration Q&A
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Faculty integration is an ongoing effort. Learning how to work as a distributed team will take time, attention, and significant collaboration. This is very much a work in progress.
Workload Basic Principles

- The RHE-based faculty still have the **PRIMARY** mission to teach courses on the RHE campuses. Regional campus teaching needs must be met first BEFORE a regional faculty member is expected to cover an Athens course.

- There is a state umbrella workload policy and guidelines, and interpretation of that at the college and department level. There is variability in application/consistency.

- Workload policy application must integrate existing RHE workloads into their structures without altering the percentage of teaching.
  - Teaching: 80%
  - Service: 10%
  - Research: 10%
Responses to Workload Questions

• Tenure-track faculty: 4/4
  • 3-credit hour course reduction per academic year for significant research/scholarship (above and beyond the 10% expectation)
  • At the discretion of the department chair and campus dean, a tenure track faculty member may submit a request for a 3-credit hour course release for research or scholarship.

• Instructional faculty: 5/5
  • 3-credit hour course reduction per academic year for significant service
  • If an instructional faculty member is engaged in service that is above and beyond what is normally expected, a 3-credit release may be awarded to allow time for this work.
Scheduling Basic Principles

- Regional campus scheduling must be done in a coordinated and collaborative approach with RHE leadership (Carissa Anderson) going forward.

- RHE will submit proposed schedules to you and then discussions of potential course sharing, and potential efficiencies, should be discussed between department chair and RHE leadership.
Responses to Scheduling Questions

**Question:** If a department chair identifies an online course offered through a regional campus which has very few students, is there potential to cancel and absorb those students into an online section offered out of Athens (with no tuition adjustment) or vice versa if it would permit such faculty to be assigned to other classes in an effort to facilitate cost savings by preventing hiring of an “adjunct” or assignment of an overload?

**Response:** In these cases, the department chair should reach out to Regional Higher Education about possible course sharing opportunities. What we cannot do is collapse sections in ways that force regional students into a different tuition/fee structure. It is also important to note that the fall 2020 schedule includes a significant number of combined/shared courses that, on the surface, appear to be inefficient or low enrolled.
Responses to Scheduling Questions

Question: Can Athens based faculty be offered overloads to bring their courses to regional campuses for in-person instruction?

Response: Yes, if there is a need for the course to be offered to regional students. This must be coordinated through Regional Higher Education and the associated campus leadership, as well as Athens college leadership. Note: where possible, instructional technology tools (i.e. OULN, Teams) should be used to create opportunities that do not increase course loads or result in an overload. We must seek ways to extend access without increasing costs.
Responses to Scheduling Questions

**Question:** What happens when the regional faculty membership is assigned to teach courses outside the department? How can regional faculty’s department be expected to fairly review the work done/courses taught in a different discipline?

**Response:** Examples of interdisciplinary instruction occurs across the university, including on the Athens campus. This work is typically managed through college and department MOUs, which outline the teaching commitments and evaluation expectations. MOUs can be created for RHE faculty who teach across disciplines. The associated campus(es), colleges, and departments should develop MOUs to understand these commitments.
Responses to Scheduling Questions

**Question**: What happens if the Athens unit does not agree with the RHE proposed schedule? Who has the final say?

**Response**: The department will work with their college office, RHE, and the leadership of the regional campus(es) to identify a resolution that meets student needs and faculty load.
Responses to Budget Questions

At this point, the budget remains the same. All regional campus faculty are still under regional campus budget.

**Question:** If the Athens unit decides the regional faculty member should receive a merit raise, will that money come from the RHE budget or the Athens unit budget (that does not have the faculty line)? If a regional faculty member wants to participate in faculty development (conference travel), who pays for that? RHE that controls the budget or the Athens unit where the regional faculty member has been assigned?

**Response:** Budget issues like this are short term. We will need to collaboratively address these scenarios given the evolving budget model. Eventually, we expect all revenue and all costs will be associated with the Athens academic unit. For now, RHE faculty remain under RHE budget, which includes financial responsibility and guidelines for professional development.
Responses to Budget Questions

**Question**: What types of new revenue streams have been identified?

**Response**: One of the One OHIO workstreams focused on exploring and identifying potential programs that could be expanded to the regional campuses. This would generate new revenue for the university. This report will be shared with the Strategic Executive Enrollment Committee.

*Examples*: Extension of nursing program to Eastern. Development of accredited business program. Others related to health, technology, engineering, are in early exploration.
Responses to Service Questions

Question: How is it reasonable to expect a regional faculty member to serve on departmental committees on the Athens campus and retain their service activities on their regional campus? Wouldn’t this increase the expected workload of the regional faculty member?

Response: The right mix of service assignments for faculty members across the system depends on commitments and needs at/within the campus, department, college, university, and community. Just as connecting with department chairs is important when considering Athens faculty for college and university assignments, connecting with department chairs and campus leadership will be critical when considering regional faculty service requests. Additionally, some of the campus-level RHE faculty service commitments may no longer exist in virtue of the integration: e.g. annual review committee, promotion and tenure committee.
Other Questions?