



STEPHEN F. AUSTIN STATE UNIVERSITY

Faculty Senate
1936 North St. ▪ Nacogdoches, Texas 75962-3015
▪ Phone (936) 468 - 1751
<https://www.sfasu.edu/facsenate/>

Date: November 10, 2021

To: Dean Judy Abbott, Chair-University Policy Committee, Dr. Lorenzo Smith- Provost and Executive Vice
President of Academic Affairs

From: Faculty Senate, Stephen F. Austin State University

RE: Resolution on Recommended Revisions of the Faculty Workload Policy (7.13)

Whereas the University Policy Committee is considering changes in the Stephen F. Austin State University (SFA) Faculty Workload Policy (7.13);

Whereas the deans at SFA, in consultation with the Provost, have recommended changes in the workload policy;

Whereas during the 2020-2021 Academic Year the Faculty Senate recommended that no change be made in this policy;

Whereas the Professional Welfare Committee of the Faculty Senate has examined workload policies at other institutions and conducted a survey of SFA faculty opinions on the Faculty Workload Policy (7.13);

Whereas the survey of SFA faculty revealed some serious concerns and issues with the current SFA workload policy and with the changes in the policy that have been recommended by the deans;

Whereas the survey of SFA faculty showed that the current workload policy is not being consistently applied;

Whereas many respondents to the survey indicated that they are teaching hours beyond the standard 24 TLC for no additional compensation;

Whereas, based on the survey results, the Faculty Senate Professional Welfare Committee and Faculty Senate representatives on the University Policy Committee think that before any change is made in the Faculty Workload Policy (7.13) there needs to be in-depth research into the implications of the inconsistent application of the current policy and that significant numbers of faculty who appear to be teaching excess hours for no compensation; and

Whereas the Faculty Senate Professional Welfare Committee and Faculty Senate representatives on the University Policy Committee believe that the survey results demonstrate the need for wider input and discussion of the Faculty Workload Policy (7.13); now therefore, be it

Resolved, that the Faculty Senate of SFA:

1. urges the Provost and Chair of the University Policy Committee to remove the Faculty Workload Policy (7.13) from the agenda of the University Policy Committee until such a time as the inconsistent application of the current policy and the numbers of faculty who appear to be teaching excess hours for no compensation can be thoroughly researched by relevant entities including faculty, chairs, deans, the provost, and others;
2. urges the Provost to implement the 4SP or a similar process to gather wide input and discussion of the Faculty Workload Policy (7.13) before the policy is returned to the University Policy Committee agenda.



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Brian Uriegas, Chair Faculty Senate

Christopher J. McKenna, Chair-Elect, Faculty Senate