



### MEMORANDUM OF UNDERSTANDING

The Administration of the University of Rhode Island remains committed to the principles of shared governance articulated in Rhode Island General Laws §16-32-10 and the Constitution of the Faculty Senate. Further, the Administration applauds the work of the Faculty Senate in streamlining its committee structure to promote efficient operations of its work. Specifically, the Administration supports the legislation passed by the Faculty Senate to achieve the aforementioned goals: Bill #17-18-11, Bill #17-18-12, Bill #17-18-17, Bill #17-18-18, and Bill #17-18-19.


In its shared commitment to maintain the presence of tenured and tenure-track faculty in the classroom, the Administration and the Faculty Senate agree that the term "workload adjustment" as used in the By-Laws of the Faculty Senate §4.26 refers to the "normal duties" of a faculty member as per the Constitution of the Faculty Senate Article IV, Section 2. Specifically, normal duties include: "teaching, assigned research, advisement, committee work, thesis direction, and other assigned responsibilities." The Administration and Faculty Senate agree that where committee members are accorded workload adjustments (see, By-Laws of the Faculty Senate §4.26 and §4.46), such workload adjustments may include reduction in any dimension of the "normal duties" as outlined in the Constitution of the Faculty Senate and not just course releases. Workload adjustments for engaged participation in faculty senate committees shall include no more than one (1) course release per academic year, and in no case may a committee member reduce his/her teaching load to fewer than one (1) course in any semester. The workload adjustment accorded committee chairs is governed by the By-Laws of the Faculty Senate §4.15, and will not exceed a one-third reduction of normal duties, and in no case shall include more than one (1) course release per semester.

Recognizing that the work involved in the new Curriculum and Standards Committee and the new Research and Creative Activities Committee include subcommittees with additional duties, the chairperson of each of these two committees shall be eligible for workload adjustments equivalent to no less than one-third and no more than one-half reduction of their normal duties, as specified in Article IV, paragraph 2, of the Constitution of the Faculty Senate. The specific workload adjustments for these two chairperson positions shall be made in accordance with the workload provision as articulated in the University Manual section 4.62.10 with thoughtful consideration of the specific nature of the faculty members' other responsibilities, as outlined in 4.62.11-17. In so doing, the exact determination of the workload adjustment for these two committee chairpersons acknowledges that faculty work assignments are determined by the department chairperson, subject to approval of the dean, and is therefore consistent with the spirit and intent of the University Manual. To allow for a smooth transition to the new Senate committee structure and time to develop and implement streamlined processes for these two new committees, the workload adjustment for each of these two committee chairs will be temporarily established as one-half reduction of normal duties for a transition period of two years, after which the workload reduction will be reviewed.

The Administration and Faculty Senate Executive Committee further agree to meet before the end of each academic year to determine if any Faculty Senate committees have urgent business to be addressed during summer and, therefore, may need financial support for the work of those Faculty Senate committees during the period between commencement and the start of the subsequent academic year.

The administration, represented by the Provost, and the Faculty Senate Executive Committee, represented by the Chair of the Faculty Senate, agree to the terms and stipulations in this Memorandum of Understanding.

  
Donald H. DeHayes, Provost      3/22/18  
Date

  
Mark Conley, Chair of Faculty Senate      3-22/18  
Date