

SB1 & Faculty Policies Town Hall

Tuesday, Sept. 2, 2025

Friday, Sept. 5, 2025

Purpose of the Meeting

- Summarize SB1 Requirements
- Communicate changes being made that impact full time faculty
- Answer questions
- Provide an opportunity for comments
 - https://csufull.qualtrics.com/jfe/form/SV_8cA9Ft0HHnIZM2i



Policies Required by SB1

- Faculty Workload Policy (ORC Section 3333.45)
- Faculty Evaluation (ORC Section 3345.451) (*SEI Instrument changes*)
- Faculty Annual Performance Review (ORC Section 3345.452)
- Post Tenure Review (ORC Section 3345.453)
- Retrenchment and Program Elimination (ORC Section 3345.454)

Faculty Workload Policy (ORC Section 3333.45)

- The Chancellor, jointly with state institutions of higher education, shall develop standards for instructional workloads for full-time and part-time faculty.
- ODHE will endeavor to complete the general workload standards by **September 30, 2025**, working closely with institutions to allow for consultation and input. Institutional workload policies should be adopted by the board of trustees and submitted to SB1@highered.ohio.gov by **December 31, 2025**, and every five years thereafter.

Faculty Workload Policy CSU Implementation

- Workload is no longer in the CSU-AAUP Collective Bargaining Agreement
- Board of Trustees will adopt a workload assignment policy (Nov 2025 meeting)
- Current Status
 - Waiting on Chancellor for workload policy guidelines
 - We have an idea of what we will present to our Trustees
 - We will finalize the policy after Sep 30, 2025

Faculty Workload Guiding Principles

- Workload assignments are not evaluations of past performance; rather, they are forward-looking plans that guide how faculty members should allocate their time in the upcoming academic year
- Moving to a common denominator across various categories of faculty
- Normal expectation of teaching workload for TT faculty is going from a 2-3 to a 3-3 load
- More equity in service responsibilities across TT and NTT faculty; this should NOT result in an increase in service expectations
- All TT faculty members are expected to maintain RSCA
- Unit of assignment is a course, not credits (or fractions of credits)
 - The credit bank system will be discontinued
 - Faculty workload assignments will be managed annually without rollover or accumulation of credits across academic years

“Standard” Workload for Full-time Faculty

	Teaching	RSCA	Service
Tenure-Track	18 (60%)	6 (20%)	6 (20%)
Lecturer	24 (80%)		6 (20%)
Professor of Practice	24 (80%)		6 (20%)
Clinical	21-24 (70% - 80%)	0-3 (0-10%)	6 (20%)

A “standard” 3-credit-hour course is defined as reflecting 10% of total faculty workload.

Adjustments to Workload for Full-time Faculty

- An alternative workload consists of a combination of teaching, scholarship, service or administrative assignment that is equivalent to the standard workload.
- These alternative loads entail increases and decreases in standard teaching, RSCA, service, clinical, and administrative activities.
- Departments and colleges will strive to achieve an average of 60% teaching workload in the unit among tenured/tenure-track faculty, and an average of 80% teaching workload for non-tenure-track faculty.

Considerations for Alternative Workload

- Doctoral programs and student supervision
- Administrative assignments
- Buy-outs from externally funded grants
- Endowment support



Faculty Evaluation (ORC Section 3345.451)

SEI Instrument

- The following questions shall be included in each institution of higher education's student evaluation of faculty:

1. Does the faculty member create a classroom atmosphere free of political, racial, gender, and religious bias?

Yes/No

2. Are students encouraged to discuss varying opinions and viewpoints in class?

Yes / No / Not applicable

3. On a scale of 1-10, how effective are the teaching methods of this faculty member?

The scale of 1-10 in question #3 above measures the effectiveness of the faculty member with 1 being not effective at all and 10 being extremely effective.

Faculty Evaluation CSU Implementation

- This provision of the law went into effect on June 27, 2025
- The new questions have been incorporated into our Student Evaluation of Instruction process (Blue) as of Summer Session II 2025
- These questions will be part of the standard SEI process from Fall 2025 onwards

Faculty Annual Performance Review (ORC Section 3345.452)

- (C) Each state institution of higher education shall conduct an annual evaluation for each full-time faculty member who it directly compensates
- (D) Each faculty annual performance evaluation shall meet all of the following:
 - (1) The evaluation is comprehensive and includes standardized, objective, and measurable performance metrics.
 - (2) The evaluation includes an assessment of performance for each of the following areas that the faculty member has spent at least five per cent of their annual work time on over the preceding year:
 - (a) Teaching; (b) Research; (c) Service; (d) Clinical care; (e) Administration;.

CSU Draft Faculty Annual Review Process

- Applies to all full-time faculty
- Based on prior year's assigned workload
- Evaluated using the eFAAR report
- Ratings:
 - Exceeds Expectations
 - Meets Expectations
 - Does Not Meet Expectations

Annual Evaluation Timeline

- **Timeline:**
 - **April 30:** Faculty submit eFAAR
 - **June 30:** Chairs/Directors submit evaluations to Deans
 - **July 15:** Deans submit evaluations to Provost
 - **July 31:** Faculty receive final evaluations along with reappointment letter



Post Tenure Review

- (C) A state institution of higher education shall conduct a post-tenure review if a tenured faculty member receives a "does not meet performance expectations" evaluation within the same evaluative category for a minimum of two of the past three consecutive years on the faculty member's annual performance evaluation conducted pursuant to section 3345.452 of the Revised Code.

CSU Process for Post Tenure Review

- **Will follow the same calendar and process as we use for tenure review**
 - Department (if applicable) and College PRCs
 - Chair and Dean
 - University PRC
- **Outcome of Post-tenure review**
 - If tenure is retained: Another review triggered if another “Does Not Meet” occurs within 2 years
 - If tenure is not retained:
 - Remedial training + future review
 - Non-tenure-track appointment
 - Terminal contract



Retrenchment and Program Elimination (ORC Section 3345.454)

- (2) "Retrenchment" means a process by which a state institution of higher education reduces programs or services, thus resulting in a temporary suspension or permanent separation of one or more institution faculty, to account for a reduction in student population or overall funding, a change to institutional missions or programs, or other fiscal pressures or emergencies facing the institution.

Faculty Retrenchment

- Applies to all full-time tenured, tenure-track, and renewable-term faculty
- Retrenchment = Reduction in programs/services due to:
 - Enrollment decline
 - Revenue loss
 - Mission/program changes
 - Other fiscal pressures

Faculty Retrenchment - Process & Governance

- Initiated by Provost with written plan
- Faculty Senate consulted (non-binding)
- Final approval: Board of Trustees
- Plan includes:
 - Affected units
 - Data & rationale
 - Alternatives considered



Comments and Questions

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