

Motion to Recommend Department Policy for Supporting Equitable Faculty Workloads

The James Madison University Faculty Senate March 29, 2022

WHEREAS James Madison University (JMU) is a community dedicated to advancing diversity, equity, and inclusion;

WHEREAS Faculty from historically minoritized groups are disproportionately called upon to do diversity work and mentoring more so than faculty of majoritized groups (Griffin and Reddick 2011; Turner, González, and Wong (Lau) 2011; Wood, Hilton, and Nevarez 2015), and women faculty are called upon to do more teaching and service than men (O'Meara et al. 2017; Winslow, 2010).

WHEREAS Conditions of disproportionate workloads in diversity work and mentoring, and in service and teaching are likely to negatively impact productivity in the area of research and scholarship;

WHEREAS Recommendation 9 of the COACHE survey – Nature of Work – suggests inequities in teaching loads, expectations for scholarship, and overextension of time in service activities varies within units, across units, across colleges, and across the university;

WHEREAS the April 2022 final report of JMU's campus climate study indicated that "Nearly half of Tenured and Tenure-track Faculty respondents felt they were burdened by service responsibilities [...] beyond those of their colleagues with similar performance expectations (p. x)" and "More than half of Non-Tenure-Track Faculty respondents felt they were pressured to do extra work that was uncompensated (p. xi);"

WHEREAS the JMU Task Force COACHE Final Report, 2021, "recommends the university address equity and weights of teaching, research, and service loads across campus, and examine workload expectations with comparable R2 institutions";

BE IT THEREFORE RESOLVED that the Faculty Senate recommends departments cultivate working conditions that support equitable workloads within departments, with a specific emphasis on establishing transparency, clarity, credit, norms, context, and accountability as described in "Equity-Minded Faculty Workload" by KerryAnne O'Meara (Equity-Minded-Faculty-Workloads.pdf).