

## **Resolution Opposing Proposed Changes to Faculty Workloads at Missouri State University West Plains**

**Whereas**, quality teaching and advising is of paramount importance at all Missouri State Campuses; and

**Whereas**, The Administration at Missouri State University West Plains under the direction of Chancellor Drew A. Bennett is petitioning the Board of Governors of the Missouri State system to raise the teaching loads of full time faculty; and

**Whereas**, the Faculty at the West Plains campus will have their teaching loads raised by 25% (3 contact hours per semester or 6 contact hours per year); and

**Whereas**, no language in the West Plains proposal addresses any reductions in faculty workload, such as in research and service requirements; and

**Whereas**, increased teaching loads lead to less time to meet with students, less time for advising, less time to keep current in the field, and less time to do and publish research;

**Whereas**, no language in the West Plains proposal addresses any form of compensation for extra work; and

**Whereas**, increased teaching loads with no extra compensation will negatively impact faculty morale, potentially impacting student learning, and lower the quality of life for faculty and potentially students; and

**Whereas**, increased teaching loads with no extra compensation make it more difficult to attract and retain highly qualified and diverse candidates; and

**Whereas**, if other arms of the university (e.g., administration) are not asked to reduce salaries by 25% or be required to work 25% more hours at the university, then the burden of sacrifice for these budget cuts falls unfairly on the West Plains Faculty; and

**Whereas**, this Action is unfair to the Students and Faculty of the West Plains campus; and

**Whereas**, before such an unwise, damaging and, arguably, unethical strategy is implemented that all other avenues for budget reductions or revenue production be exhausted; and

**Be it resolved**, that the Faculty of Missouri State University request in the strongest possible terms that the Board of Governors not approve this unfair and damaging change to the learning and working conditions at Missouri State University West Plains.