

: F

Dear Colleagues:

Over the fall semester I have worked with the Department Chairs and Associate Deans to revise the College of Sciences faculty workload policy. The chairs have discussed the draft policy with faculty in each department and that feedback has been incorporated into the current draft, attached.

In revising our workload document, we have not attempted to change our policy. Rather we hope that the new document more concisely and clearly articulates the workload in our college. As you know, the research productivity of College of Sciences faculty has been critical to the attainment of R1 status by ODU. It is important that we continue to implement a workload policy that enables our faculty to be productive in research and provide high quality education to graduate and undergraduate students.

I know that we are all pulled in many directions. Every faculty member is juggling too many responsibilities and is doing a lot more than most people realize to support students and their colleagues. This policy does not change that reality. I am incredibly grateful for everything you do to ensure that departments run smoothly, shared governance is strong, students are well supported in and out of the classroom, and creative, innovative research results are disseminated to the world.

Before we finalize our workload policy I would like to offer another opportunity for faculty to comment on the attached draft. I have scheduled a townhall meeting for January 26 at 12:00 p.m.