



## Academic Senate of Hawai'i Community College

### Resolution #2018-1

**A resolution calling for a reduction in committee work load for tenure track probationary faculty members.**

**Whereas**, new faculty members need to get acclimated to the college and teaching a full load of classes and/or fulfilling their primary faculty duties takes time and can be stressful,

**Whereas**, the new faculty in the past have been over burdened with heavy committee work, sometimes being a committee chair in their first year of service and,

**Whereas**, the heavy load of committee work and meeting their primary faculty duties tend to burn out those faculty members and convince them to quit or not go for tenure and,

**Whereas**, tenure track probationary faculty members need to be mentored on how to balance their primary duties, committee work, and community service,

**Be it resolved**, that tenure track probationary faculty members will not have more than two committee assignments in their first two years nor will they be chairs of any committees their first year of full time employment,

**Be it further resolved**, that tenure track probationary faculty members in their third and fourth year of employment will not have more than three committee assignments and will not be chair of more than one committee,

**Be it further resolved**, that the Academic Senate encourages faculty to be active in the college and community and take on leadership opportunities balanced with their primary duties. If a faculty member wishes to take on more committee work than recommended by this Senate resolution then they should pursue those opportunities.

**Effective Date: April 27, 2018**