

The FACULTY ASSOCIATION of Oklahoma City Community College

**Resolution Proposing Uniform Guidelines for the Application for Online Teaching
According to OCCC Policy 4009**

WHEREAS, the faculty of Oklahoma City Community College has experienced disparate treatment regarding the application for and awarding of exceptions to the unwritten policy of permitting a faculty member to teach exclusively online as part of a faculty member's regular workload, and

WHEREAS, disparate treatment of faculty regarding the application for and awarding of this workload exception results in inconsistent applications of policy which could be construed as favoritism or discrimination and which negatively affects morale, and

WHEREAS, there is no current policy which specifically ensures that all faculty applications for teaching exclusively online as part of a faculty member's workload are treated equitably and provide an opportunity for due process, and

WHEREAS, the President of Oklahoma City Community College has decreed that Oklahoma City Community College should have the best online program in the world, therefore the college should strive to retain talented faculty, especially those with online experience, then

LET IT BE RESOLVED that the Faculty Association of Oklahoma City Community College, on behalf of the faculty of Oklahoma City Community College, requests a uniform and equitable policy for the application for and awarding of online teaching as part of a faculty member's workload be created and implemented, with opportunity for faculty input and review before said policy becomes effective, to ensure that all such faculty requests are consistently administered, and

LET IT BE FURTHER RESOLVED that requests for an all online teaching load be granted where a faculty member initiates the request due to conditions necessitating the care and supervision of "family" members not covered by the Family Medical Leave Act (FMLA) and/or where FMLA leave has been exhausted. The term "family" should be construed as caring for a dependent person with a strong relationship to the faculty member, not necessarily a relation by blood, and

LET IT BE FURTHER RESOLVED that requests for a teaching load which include primarily online instruction rather than on campus teaching be granted where increased student enrollment demand for online classes has been demonstrated for several semesters, especially in cases where the faculty member consistently has added enrollment to existing online course sections. This measure will provide increased stability and consistency in the quality of such courses over the increased reliance upon adjunct professors, and

LET IT BE FURTHER RESOLVED that all such requests be reviewed and a final decision rendered within 7 business days by a majority of a review committee consisting of the faculty member's immediate supervisor, the Division Dean (in cases where the Dean is not the faculty member's immediate supervisor), the Vice President of Academic Affairs, and the Vice President of Human Resources, where the faculty member is permitted to present material relevant to the request, and

LET IT BE FURTHER RESOLVED that any such request which is denied be conveyed in written form to the faculty member indicating the reason(s) for the denial, and

LET IT BE FURTHER RESOLVED that an opportunity to appeal the denial to the Executive Vice President be afforded. The Executive Vice President would have the ability to overturn the decision of the review committee, and

LET IT BE FURTHER RESOLVED that nothing in this resolution be construed as establishing a permanent exception for any faculty member without completion of the review process except in instances where the supervisor deems prudent, and

LET IT BE FINALLY RESOLVED that nothing in this resolution be construed as effecting current College policy regarding any other online teaching situation.

Respectfully submitted,

Peggy Newman

Chair

Action:

Date