

## **Resolution to Create a Faculty Senate Ad Hoc Committee on Faculty Morale**

*Whereas*, an engaged faculty is important for enhancing the academic quality and stature of SMU; and

*Whereas*, budgetary constraints have prompted recent changes under OE2C that directly or indirectly impact faculty, including reduced administrative support and changes to University policies; and

*Whereas*, a reduction in the recurring raise pool was introduced shortly after changes recommended under OE2C were beginning to be implemented; and

*Whereas*, it is good practice to monitor morale and seek means for achieving high morale as it improves recruiting and productivity; now therefore let it be

*Resolved*, that the Faculty Senate of SMU create an Ad Hoc Committee on Faculty Morale with 9 members representing all academic units to assess the overall state of the faculty morale and propose tangible and realizable means for sustaining and improving faculty morale.

The term of this Ad Hoc committee shall expire on the last meeting of the Senate in the Spring 2018 semester or following the presentation of the committee's final report to the Senate, whichever comes first. The term of the Ad Hoc committee may be extended by a majority vote of the Senate prior to its expiration.