SYMPOSIUM

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DU Symposium

About DU Symposium

The symposium model is a quarter-century-old innovation faculty collaborative problem solving model created by The University of Georgia to initiate faculty-led campus change. See the Morris article (available under the shared readings tab) for a two-page summary of the symposium model. Here is a two-page article that introduces the symposium model we will be using:

Morris, L. V. (2008). Faculty Engagement in the Academy. Innovative Higher Education; New York, 33(2), 67–69.

This model allows faculty from across campus to come together to engage in collective problem solving around an issue of shared concern with a shared purpose: Improving the lives of faculty members in their department.

Symposiums Throughout the Years

About DU Symposium 2024

DU Summer Symposium 2019, the first symposium of its kind at DU, brought faculty from across disciplines and ranks together for two days to discuss big ideas, possibilities, and opportunities for faculty affairs programming. **Building on that model, we're hosting a day and half long symposium focused on pressing issues for DU's faculty. Symposium '24 will be held on campus Thursday and Friday, August 8th and 9th.** All full and part-time appointed faculty are invited.
Opportunities to participate include:

1. **Learning opportunities** aimed at providing participants an overview of current and past faculty affairs programming and data on the faculty experience including faculty recommendations from COACHE engagement programming.
2. **Working groups** focused on important areas of the faculty experience including mentoring, leadership development, midcareer support, and more. Participating faculty will be invited to join the working groups of most interest to them.
3. **Opportunities for feedback** across each of the working group areas.
4. **Professional development** to build faculty leadership skills.
5. **Time to connect with colleagues** over good food and great ideas.

Working Group Descriptions

Working Group 1: Mid-Career Mentoring and Supports

Many faculty supports that are aimed at early career faculty, or faculty newly joining DU. However, the mid-career stage presents unique challenges and opportunities. Navigating administrative and leadership pathways, shifting teaching or scholarly pursuits after promotion to associate, promoting thriving and warding off burnout, and pursuing promotion to full (and more!) are all themes that might be particularly salient for the midcareer stage.

Working Group 2: Data to Continuously Improve the Faculty Experience

While the COACHE data provide important insights into the faculty experience, it is difficult to use these data for continuous tracking and improvements. Collecting data related to key priorities can help document progress toward goals as well as course corrections. While it's useful to have more continuous data, this must also be balanced against faculty time and other institutional "asks" related to data and reporting.

Working Group 3: Faculty Wellbeing: Help Seeking, Transparency, and Communication

Faculty may face a myriad of challenges as they navigate their academic careers ranging from conflicts with peers or supervisors, to concerns about one's own or others' mental health, to negative review or promotion decisions. Some resources and supports are well known, while others are not.

Working Group 4: Invisible Labor and Recognition

Many schools, colleges, divisions, and departments at DU have worked to develop dashboards through Department Equity Action Planning (DEAP) teams as a step toward addressing workload equity. However, dashboards are not likely to address all workload equity issues, including issues related to invisible labor and how to recognize or reward service or other labor.

Working Group 5: Clarity and Equity in Reappointment and Promotion

Reappointment and promotion is guided by the DU Policies and Procedures Relating to Faculty Appointment, Promotion, & Tenure as well as school, college, division and department guidelines. Faculty continue to express concerns about the clarity and equity of these policies and processes. Recent research also points to biases in common practices including external reviews and DEI statements.

Working Group 6: Interdisciplinary Collaboration

COACHE survey results clearly point to the desire among faculty for more interdisciplinary collaboration as well as the barriers and silos that make this type of collaboration difficult. These collaborations carry a great deal of potential for innovative scholarship, teaching, and programming and yet often struggle to coalesce and sustain. Some of the challenges are related to individual time and capacity, while others are related to funding practices and other structural challenges.

Working Group 7: Faculty Wellbeing: Connection and Community

Creating cultures of culture and belonging and trusted relationships are important elements of workforce wellbeing. Faculty (along with their staff colleagues and students) have been navigating stressors in the larger world including the pandemic, racial unrest, political divisions, and the conflict in the Middle East as well as DU-specific stressors including enrollment and budget challenges. While wellbeing is always important, it has perhaps never been more so.

About DU Symposium 2019

In the summer of 2019, the Vice Provost of Faculty Affairs and the Faculty Senate hosted a summer symposium. For the DU 2019 summer symposium, thirty-four faculty from across campus came together for two days to engage in collective problem-solving around an issue of shared concern: Creating collaborative department cultures and chairs. This was a new kind of opportunity for faculty, one that brought together colleagues from across disciplines and ranks to discuss big ideas, possibilities, and opportunities. We gathered together with a shared purpose: Improving the lives of faculty members in their department. We know that being within a truly fair and fundamentally just collaborative department culture and climate is among most important interventions for the quality of faculty life. That quality of life is what predicts affective commitment to institutional goals and challenges that require innovations across boundaries and disciplines. The presence of open, fair, and transparent departmental deliberation and decision processes and a departmental leader who sees it as their primary responsibility to safeguard the integrity of the process is a necessary condition of a collaborative climate. Such a climate both requires and generates faculty commitment, belonging, and results in greater professional success and satisfaction.

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Faculty Participants	Initiatives	Days

Committees

The Symposium Implementation Initiatives are six inter-woven initiatives to improve department culture and climate on the DU campus. These are significant initiatives that will serve the institution, units, and faculty for years to come. These initiatives will train and support chairs and departments and make meaningful changes for all faculty.
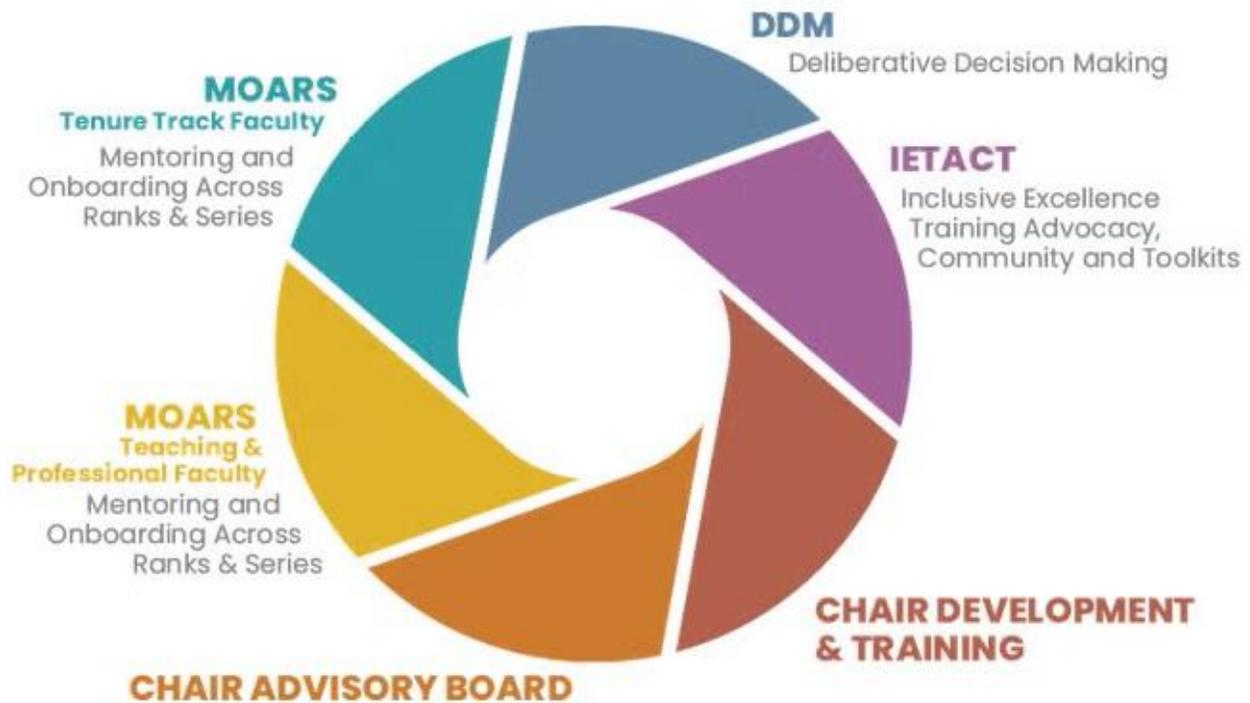
Committeee members were selected on the following criteria:

- Representation across units
- Representation of different faculty ranks and series
- Diversity
- Expertise

Expressed Interest in Serving

Chair Advisory Board (CAB)

INAUGURAL COMMITTEEE MEMBERS

Cindy Cragg
Communication Management, University College

David Corsun
Director & Associate Professor, Fritz Knoebel School of Hospitality Management

Hava Gordon
Sociology and Criminology, College of Arts, Humanities, and Social Sciences

Michael Keables
Geography, College of Natural Sciences and Mathematics

Chair Development & Training
COMMITTEEE MEMBERS

Andrea Stanton
Religious Studies, College of Arts, Humanities & Social Sciences

Erin Willer
Communication Studies, College of Arts, Humanities & Social Sciences

Hava Gordon
Sociology & Criminology, College of Arts, Humanities & Social Sciences

Keith Ward
Lamont School of Music, College of Arts, Humanities & Social Sciences

Lorenzo Patelli
Institute for Enterprise Ethics, Daniels College of Business

Michelle Knowles
Chemistry & Biochemistry, College of Natural Sciences and Mathematics

Rashida Banerjee
Teaching & Learning Sciences, Morgridge College of Education

Sandra Eaton
Chemistry & Biochemistry, College of Natural Sciences and Mathematics

Deliberative Decision Making (DDM)
COMMITTEEE MEMBERS

Annabeth Headrick
School of Art & Art History, College of Arts, Humanities & Social Sciences

Effley Brooks
Pioneer Leadership Living and Learning Community, University Academic Programs

Jack Sheinbaum
Lamont School of Music, College of Arts, Humanities & Social Sciences

Paul Sutton
Geography & The Environment, College of Natural Sciences and Mathematics

Inclusive Excellence Training, Advocacy, Community, and Toolkits (IETACT)
COMMITTEEE MEMBERS

Frédérique Chevillot
Languages & literatures, College of Arts, Humanities & Social Sciences

Jing Sun
Political Science, College of Arts, Humanities & Social Sciences

Katherine Crowe
University Libraries

Maik Nwosu
English and Literary Arts, College of Arts, Humanities & Social Sciences

Scott Leutenegger
Computer Science, College of Natural Sciences and Mathematics

Mentoring and Onboarding Across Raks and Series (MOARS) – Teaching & Professional Faculty
COMMITTEEE MEMBERS

Bradley Benz
University Writing Program

Nancy Sasaki
Biological Sciences, College of Natural Sciences and Mathematics

Norma Hafenstein
Morgridge College of Education

Stacy Pinto
Counseling Psychology, Morgridge College of Education

Theresa Conley
Marketing, Daniels College of Business

Mentoring and Onboarding Across Raks and Series (MOARS) – Tenure Track Faculty

COMMITTEEE MEMBERS

Eleanor McNees
English and Literary Arts, College of Arts, Humanities & Social Sciences

Jennifer Bellamy
Graduate School of Social Work

Robin Tinghitella
Biological Sciences, College of Natural Sciences and Mathematics

Ryan Gildersleeve
Morgridge College of Education

Tracy Xu
Reiman School of Finance, Daniels College of Business

Appendix

4D Symposium, May 2025

4D Symposium, April 2022

Looking back on the Scholarship of Teaching and Learning (SoTL) Symposium, November 2023

MOARS Symposium Update Approaching Retirement, February 2021

Register to Participate in the University of Denver '24 Symposium, June 2024

Register for the 4D Symposium, April 2024

Register for the 4D Symposium, May 2024

Save the Date Symposium, May 2024

Symposium Chair Handbook MOARS Meeting, August 2020

Symposium Implementation Institutionalizing Mentoring Introducing Mentoring Faculty Fellow, March 2021

Symposium Implementation, October 2019

Symposium Implementation Update, December 2019

Symposium Implementation Web-Site Launch, February 2020

Symposium MOARS Teaching and Professional Faculty Committee Hosts New Teaching and Professional Virtual Faculty Coffee Hour, October 2020

Symposium Update Announcing Two Faculty Fellow Opportunities, December 2020

Symposium Update, June 2020

Symposium Update Mentoring Website Release and Announcing Faculty Fellow for Chairs and Directors, November 2020