

# Faculty Workload Equity Committee

A Joint Effort by the Office of the Provost, the  
Office of Faculty Affairs, and the Faculty Senate

Presented by co-chairs:

Renée Botta, Ph.D., Incoming Faculty Senate President  
and Kate Willink, Ph.D., Vice Provost for Faculty Affairs

# Presentation Outline

Who we are and what we were asked to do

Updates on our processes

Announce call for Faculty Fellows

Announce & Explain DEAPS

What we are asking of you as Senators

Next Steps as a committee and for workload equity at DU

# Our Charge

## Mission:

The Office of the Provost, the Vice Provost of Faculty Affairs, and Faculty Senate are partnering to strengthen equity outcomes within and across departments and units by bringing greater clarity and transparency to three interrelated areas:

1. Faculty responsibilities and expectations,
2. The decision-making processes by which department and unit heads assign faculty responsibilities and set faculty expectations, and
3. The standards by which faculty responsibilities and expectations are measured, assessed, and rewarded.

# Our Charge

## Outcomes:

1. Ensuring all faculty have a clear, explicit, and transparent understanding of their job responsibilities and expectations.
2. Avoiding disproportionately burdening some faculty over others. For example, research shows that women and faculty of color disproportionately engage in service and that this work is often undervalued in annual reviews and during tenure, promotion, and reappointment. This has consequences for tenure, promotion, and reappointment.
3. Aiming to become more mindful about either helping avoid or helping reward “invisible labor”.

# Recognize past members of the Committee (2020-2021)

## 2020-2021 Committee Co-Chairs:

- Sarah Pessin, Faculty Senate President, College of Arts, Humanities, and Social Sciences
- Kate Willink, Vice Provost for Faculty Affairs

- Brian Garity, Graduate School of Professional Psychology
- Renee Botta, College of Arts, Humanities, and Social Sciences
- Dean Saitta, College of Arts, Humanities, and Social Sciences
- Hava Gordon, College of Arts, Humanities, and Social Sciences
- Rick Leaman, Daniels College of Business
- Jae McQueen, Graduate School of Social Work
- Erin Elzi, University Libraries
- Michele Tyson, Morgridge College of Education
- Deb Ortega, Graduate School of Social Work
- Brian Majestic, College of Natural Sciences and Mathematics
- Oliver Kaplan, Josef Korbel School of International Studies
- Brad Davidson, Ritchie School of Engineering and Computer Science

# Current Members of the Committee (2021-2022)

## 2021-2022 Committee Co-Chairs:

- Renée Botta, Incoming Faculty Senate President, College of Arts, Humanities, & Social Sciences
- Kate Willink, Vice Provost for Faculty Affairs

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Brian Gearity, Graduate School of Professional Psychology

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Dean Saitta, College of Arts, Humanities, and Social Sciences

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

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Matt Gordon, Ritchie School of Engineering and Computer Science

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Oliver Kaplan, Josef Korbel School of International Studies

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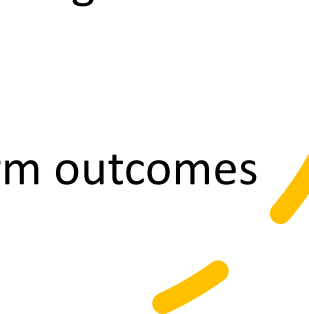
Brad Davidson, Ritchie School of Engineering and Computer Science

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Alison Staudinger, Office of the Vice Provost for Faculty Affairs

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## Updates on our processes

- Gathering information on best practices in the field and at other universities
  - Working across all departments, programs, units and the university as a whole
  - Provost meeting last fall when faculty came to talk about work equity concerns, practices and challenges
  - Meeting with associate deans about practices and challenges
  - Working with the Teaching Excellence Task Force for their input on what count as teaching versus service
  - Analyzing information gathered
  - Developing short-, mid- and long-term outcomes and recommendations
  - Writing report
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# 2 Faculty Fellows for Workload Equity

- 1 TT faculty fellow
- 1 TPF faculty fellow

<https://duvpfa.du.edu/advancing-equity/workload-equity/>

**Develop and facilitate faculty learning opportunities** (including supporting the Department Equity Action Plan teams)

**Develop or maintain currency in workload equity research** (i.e. become an O'Meara nerd)

**Committee participation** (connect to the DEAPs and faculty concerns)

**Assessment & research:** (possibilities for eventual publication!)

**Supervision/collaboration** (work with Kate, Renee, Alison and more amazing VPFA collaborators like Faculty Teaching Fellows, Resident Scholars, and graduate students)

The Fellow will receive one (1) course buy-out during the January 2022-June 2023 time period OR receive an honorarium of \$8,500.

Apply here: <https://careers.pageuppeople.com/885/ci/en-us/job/494538/faculty-fellow-for-workload-equity>



# Department Equity Action Planning (DEAP)s



3-5 members of a department or program, 3 successive cohorts of 5 DEAPs, 18 month project, \$5,000 funds to support each DEAP

The DEAP team will administer a baseline survey to their department or program, engage with the aggregate results and learn about implicit bias in workload distribution and reward, develop or improve a workload equity Dashboard and Equity Action Plan, and engage the broader department/program and/or academic unit in conversations about next steps.



4 ½ day workshops/retreats, 1 capstone presentation, quarterly check ins with Faculty Fellow for Workload Equity, Workload Equity Committee & VPFA staff



All departments or programs who send a DEAP will have access to professional development opportunities around managing service load and aligning their time with their priorities.



**Questions about DEAPs? Email [Alison.Staudinger@du.edu](mailto:Alison.Staudinger@du.edu) and watch for formal announcement & application**

## What we are asking of you as Senators



- Tell your constituents about the work of the task force.
- Share the call for faculty fellow.
- **Share DEAPS**
- Provide feedback to us.



Examine what is happening in your units to address work equity.



Be ready for the Qualtrics survey that is forthcoming in which Senators will report back on what they learned about work equity in their units

# Next Steps

Talking to  
Deans as Key  
Stakeholders

Opportunities  
for further  
engagement

Report out  
by Spring  
Quarter



Thank you!  
Questions for us?