Faculty Workload Equity Committee Motion

The Senate, in partnership with the Vice Provost of Faculty Affairs, seeks to improve the University of Denver 's (DU) processes, policies, and practices of faculty workload equity. Therefore, we recommend the following motions be considered by the Senate:

1. Extending and building on the 2020-2022 workload equity committee's work, the Senate will create a **multi-year workload equity committee**, with membership and duration to be determined by the Faculty Senate Executive Committee (FSEC), which will include creating a nomination and application process that allows for the appointment of any appointed faculty member. The FSEC will consult with the Office of Diversity, Equity and Inclusion on this process. Committee members will serve one-year appointments. The committee will have discrete annual charges. The Faculty Senate President or Incoming Faculty Senate President shall co-chair the committee along with the Vice Provost for Faculty Affairs or their respective designees.

This Committee shall include stakeholders from the faculty and administration, and, when appropriate, other offices and units, charged with evaluating and improving how we measure and implement workload institutionally, with the goal of improving teaching, learning, research, service, and equity. The committee will be faculty-driven but may also include staff with subject matter expertise and administrators (such as Associate Deans) with oversight or job responsibilities in these areas.

The Workload Equity Committee will meet bimonthly during the academic year and each member is expected to take an active role in planning and facilitating events, co-creating reports, engaging in campus level research situated in the broader literature, and engaging with stakeholders. Members who do not contribute and attend meetings will be asked to resign from the committee, and their Dean will be asked to nominate a replacement to ensure unit representation.

2. **The committee will be a continuation of a multi-year process**. Membership of the committee will be reviewed and refreshed every academic year. Existing committee members can extend their service on the committee for up to three years based on mutual agreement with the committee co-chairs. The overarching goal of the committee is to move the institution to university, school/college, and department or program towards policies, processes, practices and institutional "guardrails" to ensure workload equity and equitable faculty review for faculty.

3. **The workload equity committee (WEC) is charged as follows:**
   a. Starting September 2022, the WEC will convene (with the process for its composition as described above) to begin work, with the goal of moving forward the 2021-22 Workload Equity Committee Report findings.
   By Spring 2023, WEC will curate resources for the department or programs to use as they take steps toward creating norms/guidelines/policies/bylaws and/or credit systems around workload equity. This includes concrete measurement of change in workload inequities within and across departments.

b. Review the results of the 2022 COACHE faculty exit survey and make recommendations on the next steps for improving faculty satisfaction based on the data.
c. Also, by Spring 2023, WEC will support academic leaders and schools and colleges to develop unit level policies, guidelines, practices, and accountability mechanisms, and curate these resources to share with the campus community, and identify models of success, including concrete action from Chairs and Deans for addressing workload inequities that have been recognized.
d. The WEC will develop a shared governance process with critical votes and reporting structures designed in advance and share those specifications and that structure/process with the Faculty Senate by May 2023 for approval. This WEC must create structures/processes to work with stakeholders without committee member representation and share that structure/process with the Faculty Senate by May 2023 for approval.
e. As necessary, survey or otherwise investigate workload equity questions at DU, including ongoing efforts detailed in the 2020-2022 committee's report, and the Department Equity Action Planning teams. Work to advance DU data and tracking concerning workload equity including concrete measurement of change in workload inequities within and across departments/programs and within schools and colleges.
f. Each year the WEC will document findings and create recommendations for moving forward--both the next year of committee work and recommend a multi-year approach, including Faculty Senate votes, and an iterative process to make achievable, incremental changes to practice.
g. The end goal is a robust, rigorous, and evidence-based set of tools for improving workload equity, including but not limited to department-based practices and policies (like dashboards and establishing guidelines for service expectations for all series and ranks), unit-level commitments (i.e. robust toolbox for credit system, "service sabbaticals," etc.), and campus-level "guardrails" to help provide consistency without uniformity for faculty workload.

Noted Stakeholders include: DU Faculty, The Provost and Chancellor, Deans and Associate Deans, the Dean's Council, The Faculty Senate Personnel Committee, Department Heads, The General Counsel, The Office of Diversity, Equity, and Inclusion, Institutional Research, Information Technology