

Faculty Senate Teaching and Professional Faculty Committee (TPFC) Motion

The Senate, in partnership with the Vice Provost of Faculty Affairs, seeks to improve faculty success, governance representation, and professional development for faculty in the Teaching and Professional (TPF) series. Therefore, we recommend the following motions be considered by the Senate:

1. The Senate will create a **multi-year TPF 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 in a TPF line to the committee (Professorial Series in University Libraries, Teaching Professorial Series, Clinical Professorial Series, Professor of the Practice Series, Research Professorial Series, Visiting Professorial Series, In-Residence Series). The committee shall aspire to include faculty from each full-time appointed TPF series, if possible, across various ranks, and with attention to compositional diversity and representation from different units. It will partner with stakeholders from the faculty and administration, and when appropriate other offices and units. The Committee will be faculty-driven but may also engage staff with subject matter expertise and administrators (such as Associate Deans) with oversight or job responsibilities in these areas. 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 Resident Scholar for TPF will co-chair the committee as a designee of the VP Faculty Affairs along with the Faculty Senate President or their designee.

The committee will initiate 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. Each year's committee will have a discrete charge.

The TPFC will meet monthly 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 TPFC has the following overarching goals:

- a. Make recommendations to the Senate and other stakeholders on issues and policies that impact full-time appointed faculty in the TPF series and to ensure shared governance is institutionalized for TPF faculty in schools and colleges as well as departments and programs.
- b. Deepen the campus understanding of the “teacher/scholar/practitioner” model to include how it is experienced by TPF faculty in various series and what they contribute to our institution as we live into “R1 Our Way.”

- c. In collaboration with the VPFA and unit leaders, build on the successful work of the Mentoring Across Rank and Series (MOARS) TPF group to continue to build a culture of mentoring across the TPF faculty lifecycle.
 - d. Clarify and improve policy and practices that guide the TPF experience at DU with special attention to promotion to the rank of full.
 - e. Assess existing professional development and other opportunities at DU.
3. The 2022-2023 TPFC has the following discrete charge:
- a. Using the framework from the White Paper, the committee will reassess using current data and information to measure progress towards institutionalization, specifically drilling down to the unit-level institutionalization and evaluate instruments such as the Delphi Project Department Cultures [instrument](#) to improve our institutional data regarding TPF faculty.
 - b. Review and refine the design and assessment of the first year of training for campus leaders, chairs, and associate deans related to TPF reappointment, mentoring, and career trajectories.
 - c. Solicit and articulate priorities for TPF faculty development needs.
 - d. Contribute to new faculty orientation/faculty learning communities (FLCs) for TPF faculty and assess the implementation of the [MOARS TPF lifecycle](#).
4. The TPFC will ensure its work is institutionalized. It will:
- a. Document findings and create recommendations for moving forward--both the next set of committees/Committees and recommend a multi-year approach, including Faculty Senate votes, and an iterative process to make achievable, incremental changes to practice.
 - b. Create a framework for future work and future committees and present this framework, to include a process for shared governance and stakeholder process, and a plan for implementing changes for a vote in the Senate by September 2023.

The end goal would be to institutionalize a culture of respect for all faculty, especially Teaching and Professional Faculty, which is a necessary condition to create a sustainable, vibrant faculty community of teacher-scholar-practitioners at the University of Denver.

Noted Stakeholders include:

The DU Faculty

The Provost and Chancellor

Deans, Associate Deans, and Vice Provosts

Chairs and Directors

The Faculty Senate Personnel Committee

Workload Equity Committee

Teaching Excellence Task Force

Institutional Research and Information Technology

The General Counsel

The Office of Diversity, Equity, and Inclusion

The Office of Teaching & Learning