



Department #4

DEAP Cohort One Equity Action Plan

A DEAP Understanding of Service: Meaning, Nature, and Load

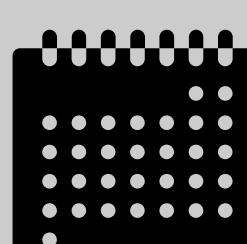
Context

DEPARTMENT

All minoritized faculty, including social identity diversity by gender, race/ethnicity, and indigeneity



BACKGROUND

-  6 faculty members
-  3 degree programs (MA, EdD, PhD)
-  Requests for university service often related to professional expertise

Context

- Faculty had already been listing service commitments
- Dept service distributed by faculty
- 1 faculty was on leave during 2/3 of review period

Anecdotal recognition of high quantity of service. Wanted to know how “care work” was distributed across the dept.

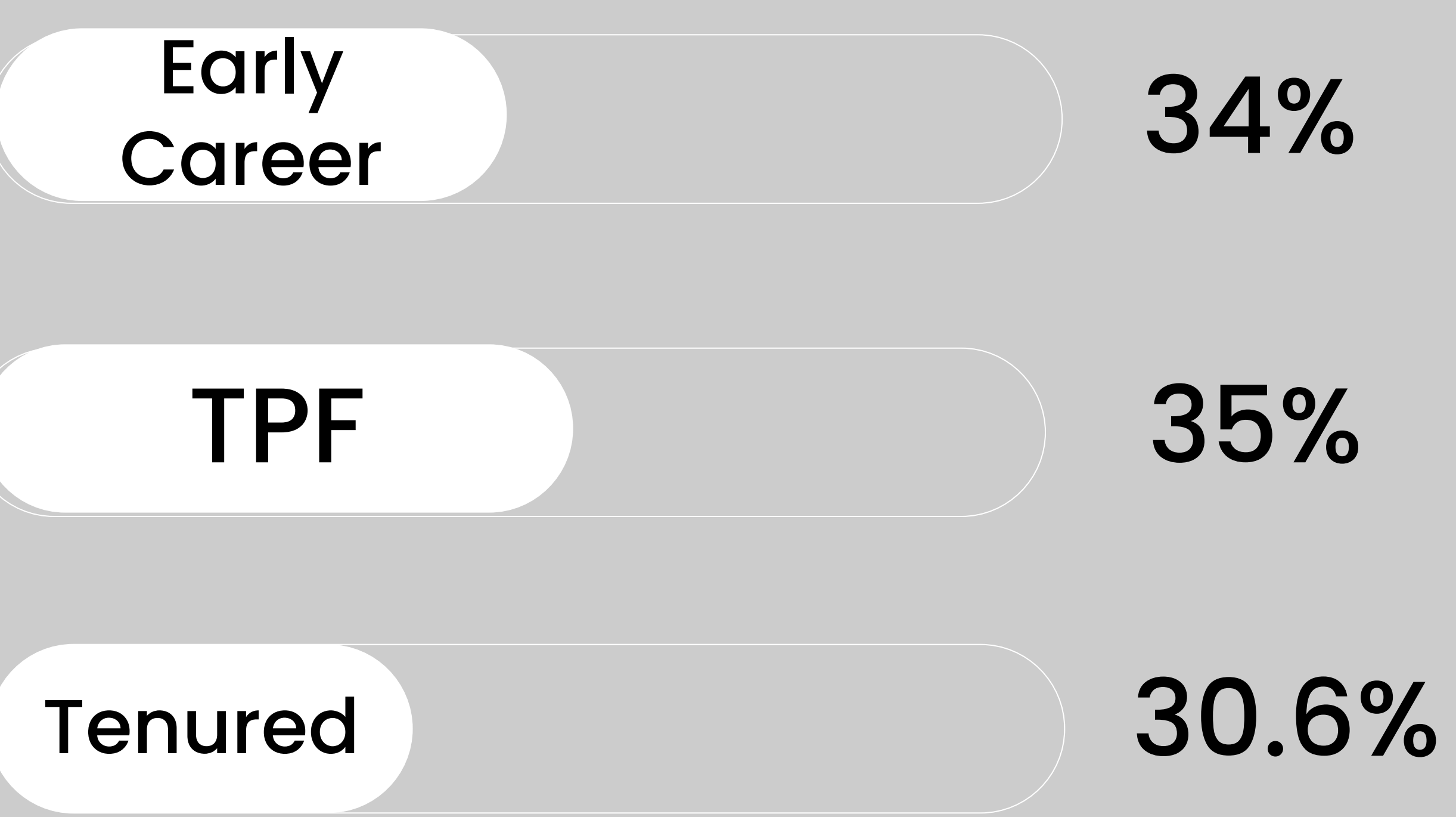
Conditions & Dashboard

DASHBOARD

- What did you learn from your dashboard? Note the most important findings
- Significant amount of time spent on university commitments (42%)
 - Significant time spent on “heavy” service commitments in terms of service load.

ANALYSIS

Distribution of service hours across faculty rank and series shows slightly higher than average hours of service being done by early career (pre-tenure & pre-promotion) faculty than for tenured faculty.



PROCESS

- Will be sharing with faculty at future department meeting.
- Consideration of need for dept-level bylaws.

CONTRIBUTION

What do we mean by “service load?”

Service load represents the “weight” of service as experienced by the faculty member and is comprised of quantity of time, degree of emotional investment in the work, and the level of mental stress required to perform the tasks involved with each component rated low to high.

Service load measures the faculty member’s perception of their service activities through an approach that holistically considers a more complete picture of what it takes to “do” service.

This is especially important for minoritized faculty who often take on more service and more service that relates to identity and value commitments (O’Meara et al., 2020).

Equity Goals

GOALS

- “Right-sizing” nature of service commitments to better align with desires and values.
- Establishing expectations for early career faculty across series for nature and load of service commitments.

PROPOSED ACTIONS

01. Continue DEAP work to reach goals with slightly reconstituted team.
02. Connect this work to college-level systems of faculty evaluation.

ACKNOWLEDGEMENTS

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