Workload Equity Task Force Updates

Presenters:
Sue James (Vice Provost for Faculty Affairs)
Jen Dawrs (Faculty Success Program Manager)
Task Force on Faculty Workload Equity

Background on the task force:

• Convened in spring 2022
• Collaboration between CoGen, CoNTFF, and Faculty Success
• Connection to existing literature on workload as an equity issue
  – https://www.acenet.edu/Documents/Equity-Minded-Faculty-Workloads.pdf
• Connection with Faculty Manual
• Equity in all forms of academic work

Presenter: Sue James
Task Force on Faculty Workload Equity

Objectives:

1. Create a sustainable long-term structure for assessing workload equity within and among departments

2. Increase transparency and accountability in how workload is assigned and evaluated

3. Identify and implement strategies for resolving inequities and shortcomings in how academic work is assigned, evaluated, and valued

4. Explore current budgetary dynamics and identify opportunities to inform budget models to facilitate equity in workload distribution

Presenter: Sue James
Task Force on Faculty Workload Equity

Survey of Faculty Council members

• Faculty Council surveyed on plans for the Workload Equity Task Force in October 2022

• Key themes from feedback:
  – Start with a focus on transparency
  – Take action now to encourage leaders to adopt best practices. Don’t stall with endless data collection.
  – Employ strategies that don’t ignore or flatten the diversity of academic work at CSU. Seek equity, not uniformity.

Presenter: Jen Dawrs
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Key goals:
1. Workload assignment
2. Best practices at CSU
3. Dashboard tool
4. Retention, supplemental pay, and buyout policies
5. Percentage correlation to time/effort/pay

Strategies:
A. Meet with Council of Chairs and Heads
B. Meet with each college’s executive committee (Deans, Chairs/Heads)
C. Reach out to faculty council reps, DEI committees, or other groups in each college
D. Review practices for % correlation to time/effort/pay

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Possible future strategies:

1. Analyze effort distribution data
2. Survey department heads
3. Survey faculty
4. Interviews and focus groups with faculty members

We will share a report on the progress of the task force this May.

Presenter: Sue James
Faculty Success Updates
April 4, 2023
Presentation for Faculty Council

Presenters:
Sue James (Vice Provost for Faculty Affairs)
Jen Dawrs (Faculty Success Program Manager)
Faculty Success Mission

To provide an environment in which all members of CSU’s faculty can thrive as outstanding scholars and educators by improving equity in CSU cultures, structures, and climate.

Presenter: Sue James
Key Initiatives

Recruitment:
• Resources for recruitment best practices
• OEO search trainings

Recognition & Fulfillment:
• Resources on Promotion & Tenure process and best practices
• Workload Equity
• COACHE faculty departure and retention

Culture & Climate:
• Advocates & Allies
• EnCircle Mentoring Circles
• Equity and Support Resources

Leadership:
• Chairs & Heads Institute for Inclusive Excellence
• IDEA Mini-Grant

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Spring 2023 activities

Full list of events with registration links available at:
https://facultysuccess.colostate.edu/events-calendar/

Follow link or scan QR code

Fall 2023 events coming soon.
Program Evaluation

• Internal Formative Evaluation
  – Inform the adaptation of existing strategies and development of new ones

• External Summative Evaluation
  – Determine the efficacy of the program in meeting the project goals and outcomes
  – Focus on the immediate and potential lasting impact of the project’s change model

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Interfolio Update

• Interfolio System
  – Review, Promotion, & Tenure (RPT): the online platform for carrying out faculty reviews, promotion, & tenure.
  – Faculty Activity Reporting (FAR): a data service for creating CVs, reports, and accreditation.
  – Digital Measures/FSAS?

• Timeline
  – Spring 2023: piloting the system with CAS and CHHS for Faculty Annual Evaluations.
  – Summer 2023: Faculty Activity Reporting will be implemented. All faculty user accounts will be created.
  – AY 23-24: Interfolio will be used for all Faculty Evaluations.
    • Wide-spread training on RPT and FAR.
  – AY 24-25: Interfolio will be used by everyone for review, promotion and tenure cases.

• Contact
  ▪ Jessica Watkinson – Jessica.Watkinson@colostate.edu

• Resources and Information
  ▪ Interfolio Site: Interfolio - Advance Faculty Work – Interfolio
  – Provost’s Office: Faculty Policies, Forms & Resources | Office of the Provost | Colorado State University (colostate.edu)

Presenter: Sue James
Questions and Discussion

Faculty Success, Workload Equity Task Force