

# Workload Equity Task Force Updates

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Presenters:

Sue James (Vice Provost for Faculty Affairs)

Jen Dawrs (Faculty Success Program Manager)



Colorado State University

# 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

# Task Force on Faculty Workload Equity

## 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

Presenter: Jen Dawrs

# Task Force on Faculty Workload Equity

## **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

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Presenters:

Sue James (Vice Provost for Faculty Affairs)

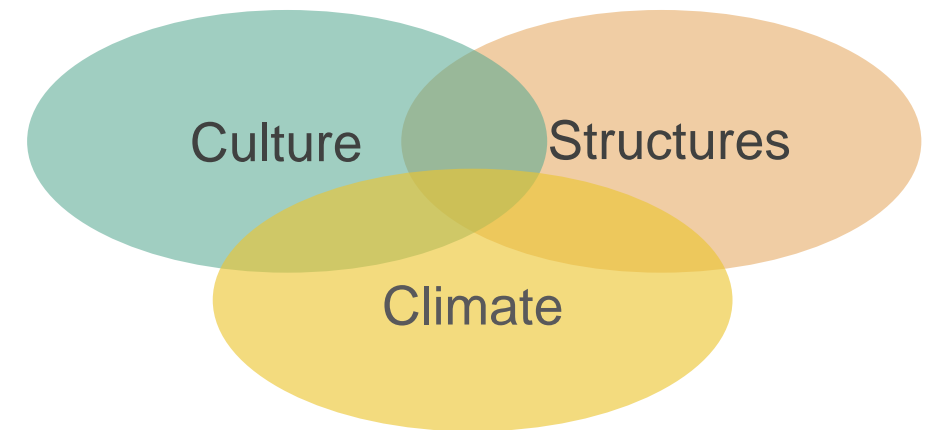
Jen Dawrs (Faculty Success Program Manager)



Colorado State University

# 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.



**SCAN ME**

Presenter: Jen Dawrs

# 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

Presenter: Sue James

# 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](mailto: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

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**Faculty Success,  
Workload Equity Task Force**



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