

Faculty Workload Equity Committee Motion

The Senate, in partnership with the Vice Provost of Faculty Affairs, seeks to improve the 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- 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

- 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- , and the Department Equity Action Planning teams.