



Faculty Workload Practices, Policies, and Parity

Context

Faculty have a portfolio of duties that include a) teaching classes that vary across colleges and disciplines by the level of the course, number of sections, enrollment, delivery modality, number of preparations per semester, etc.; b) conducting research and producing creative works at different levels for different ranks/job titles; c) and providing service, student advising, curriculum development, and leadership, etc.

Relatedly, teaching assignments and course enrollment levels vary widely across disciplines and colleges. Taking the needs of our diverse learner population into account, and in recognition of disciplinary differences, this group will consider the following questions, among others:

- What differences in workload are evident across schools and colleges and between faculty in different job titles?
- What are current practices of schools and colleges on faculty workload? What policies inform faculty workloads?
- Which campus and system policies guide schools and colleges workload practices and policies?
- Which values and principles should guide faculty workload practices and policies?
- What should be the process for schools and colleges to review, and if necessary, update, their workload practices, policies, and processes in the light of campus values, principles, and policies?

Goal

Develop a framework and a set of guidelines for how schools and colleges can examine different components of faculty workload portfolios, identify potential instances where these portfolios misalign with guiding values and principles, and develop policies and strategies to address them.

Charge

The charge of this working group is to bring clarity on current faculty workload practices, perceptions, and policies across CU Denver schools and colleges. The committee will also bring clarity on campus and system level policies on faculty workload and articulate values and principles that should guide faculty workload and identify the best practices across higher education for workload parity.

Deliverables

A six-part report that includes:

- 1) CU Denver school and college faculty workload practices and policies
- 2) Current distribution of faculty workload
- 3) CU Denver faculty perceptions on workload in schools and colleges
- 4) CU Denver campus and system policies (including HR policies, state policies, and accreditation requirements) that inform faculty workload
- 5) CU Denver values and principles should guide faculty workload practices and policies
- 6) Recommendations to the Provost to oversee School and College effort and reporting to improve workload practices, policies, and parity

Timeline

April 15, 2024, report due.