



VICE PROVOST OF FACULTY AFFAIRS

FACULTY
DEVELOPMENT

TEACHING
& LEARNING

FACULTY
RELATIONS

FACULTY
LIFECYCLES

ANNUAL REPORT

2020



Introducing the VPFA



Kate Willink is the inaugural Vice Provost for Faculty Affairs and an Associate Professor of Communication Studies. The Vice Provost for Faculty Affairs (VPFA) works closely with the Provost and Executive Vice Chancellor and faculty members across the university to support the continued excellence of DU faculty by enhancing faculty development initiatives, increasing faculty diversity, and building a strong, inclusive, and collaborative faculty community. Through collaboration and innovation, Kate works closely with deans and department heads to recruit and retain high-quality faculty, support faculty career advancement, and to create collaborative department cultures that support transparency, equity, trust and belonging.



OVERARCHING GOALS FOR AY 20-21



Build faculty leadership, sense of agency, and shared governance expertise to advance pivot-ready departments and units and to promote collective orientation to problems we face at DU and in higher education more broadly.



Cultivate faculty talent to strengthen a thriving university ecosystem.

- Advance DEI through improving hiring, retention, and promotion for underrepresented faculty.
- Improve promotion to full professor representation, especially for women and faculty of color.
- Promote the praxis of inclusive teaching practices across campus to improve teaching and learning and enhance student experience.
- Improve new faculty onboarding.
- Consider strategic faculty hires.



Maximize faculty affairs and academic affairs synergies as an engine for institutional change.



Make DU a national story in relation to the teacher/scholar model and faculty development (e.g., Symposium, DEI, and chair development) to celebrate achievements, help recruit new faculty, and build the university's reputation.



KEY ACCOMPLISHMENTS

VPFA PORTFOLIO

JULY 2019-JUNE 2020

FACULTY DEVELOPMENT

- Creating Collaborative Department Cultures and Chairs Symposium*
- Creation of Faculty Data Governance Committee and COACHE Survey and Related Activities*
- NCFDD Membership and Trainings
- R1 Survey*
- Resident-Scholar for Teaching and Professional Faculty

FACULTY LIFECYCLES

- Teacher Scholar Faculty Learning Community (FLC) for New Faculty
- Faculty Hiring Flow with DEI Best Practices
- New Faculty Onboarding Initiative
- Chair and Director Handbook

FACULTY RELATIONS

- Conference: Shared Governance Summit*
- Faculty & Staff Support Network (FSSN)
- You Rock! Award
- Faculty Affairs Associate Deans Huddle

TEACHING & LEARNING

- Interim Director of the Office of Teaching & Learning (OTL) - October 2018 - December 2019
- Hired Director for OTL
- COVID Teaching and Learning Online Transition***
- OTL Data Analytics***
- Co-Chair Digital and Online Strategy Task force***

SUMMER INITIATIVES

JUNE 2020 - AUGUST 2020

FACULTY DEVELOPMENT

- COACHE Unit Level Reports to Deans
- Mandatory Faculty DEI Training*/**
- Faculty Onboarding Canvas Course
- Lead ASPIRE IChange Proposal**

FACULTY LIFECYCLES

- New Faculty Onboarding Initiative and New Faculty Orientation
- New Chair and Continuing Chair Training
- Moving Sabbatical Application Process Online*

FACULTY RELATIONS

- Work on Faculty Effects of Updated Title IX Rule
- Communication Structure for Faculty Notification of Events*/**
- Partner with Human Resources and Inclusive Communities, Faculty Senate, and Other Stakeholders to Begin a Plan to Share DU's Institutional History**

TEACHING & LEARNING

- HyFlex Pedagogy and Supporting Teaching Enhancement Initiative***
- Co-Chair of Vice Chancellor of Technology and CIO Search
- \$2.2 Million in Funds to Support Faculty Teaching

* In Collaboration with the Faculty Senate

** In Collaboration with the Office of Diversity, Equity, and Inclusion

*** COVID-19 Related



FALL - SPRING INITIATIVES

SEPTEMBER 2020 - JUNE 2021

FACULTY DEVELOPMENT

- Symposium Implementation
- IETACT Chair and Academic Leader Scenario-Based Training
- Implementation of DEI Mandatory Faculty Training and 2021 DEI Developmental Opportunities
- Teaching and Professional Faculty White Paper and Scorecard
- Ongoing COACHE Data Analysis and Campus-wide Conversations

FACULTY LIFECYCLES

- Promotion to Full Scorecard
- Faculty Workload Task Force in Conjunction with the Faculty Senate
- Faculty Manual in Conjunction with the Faculty Senate
- New Faculty Onboarding Initiative

FACULTY RELATIONS

- CAB and Provost Chair and Director Townhalls, Chair Huddles, and Solution Seeking Clinics
- Collaborate with ODEI and Office of Equal Opportunity and Title IX to Develop Clear and Transparent Processes for Supporting Faculty

TEACHING & LEARNING

- Teaching Evaluation Task Force
- R1 Report Follow-up and Ongoing Conversations
- Move to Data-Driven Approach and Assessment
- Maximizing Synergies between Faculty Affairs and Academic Affairs

APPENDIX

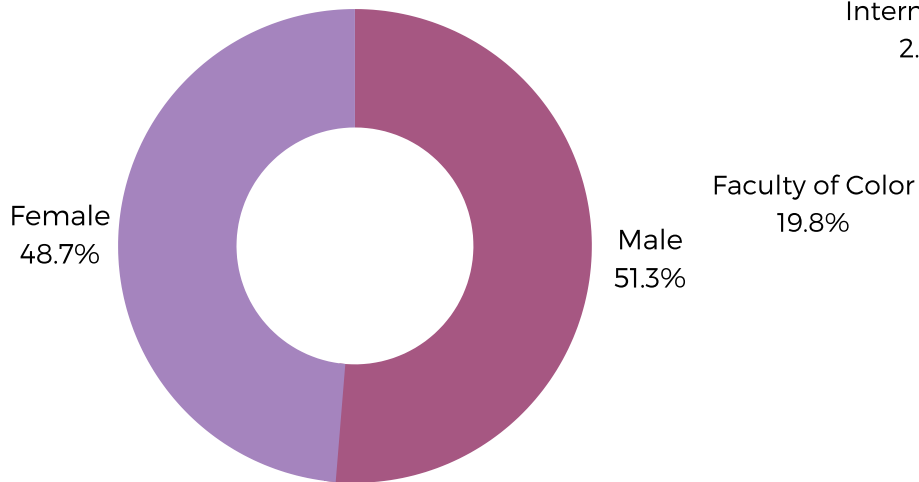
FACULTY FACTSHEET



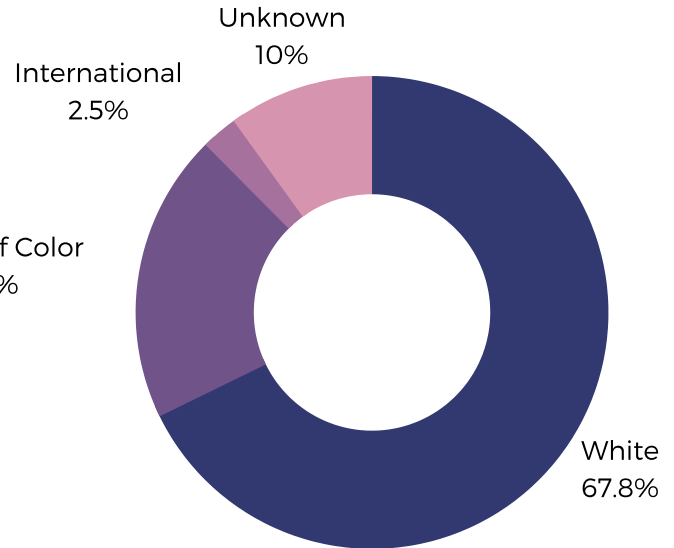
FACULTY FACTSHEET

Below facts help provide context for the information above.

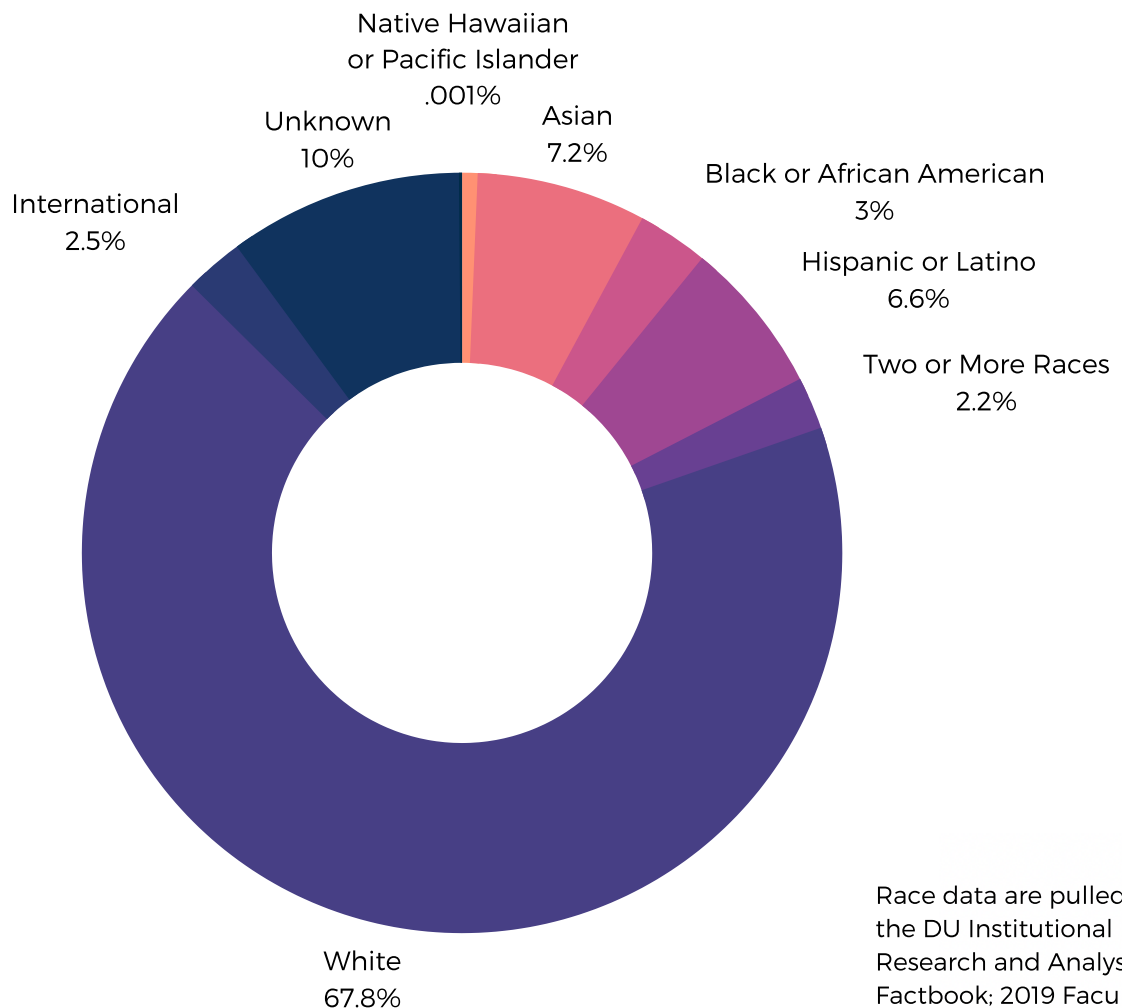
Instructional Faculty by Gender



Instructional Faculty by Race/Ethnicity

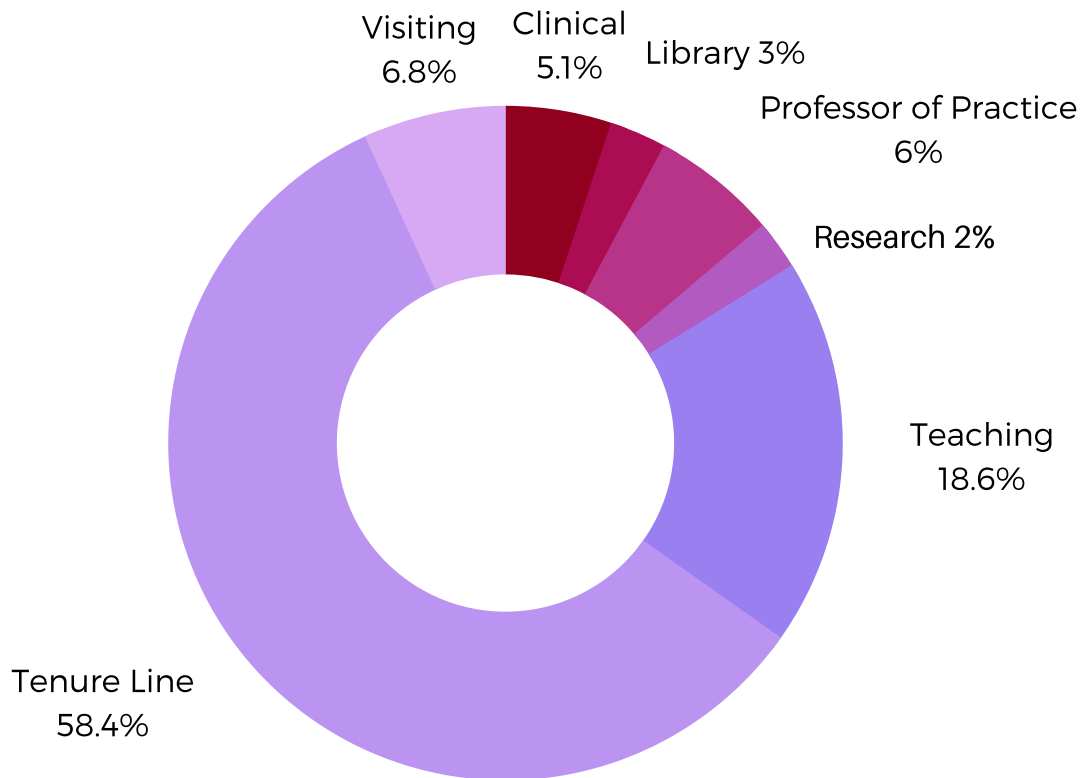


Expanded Race/Ethnicity

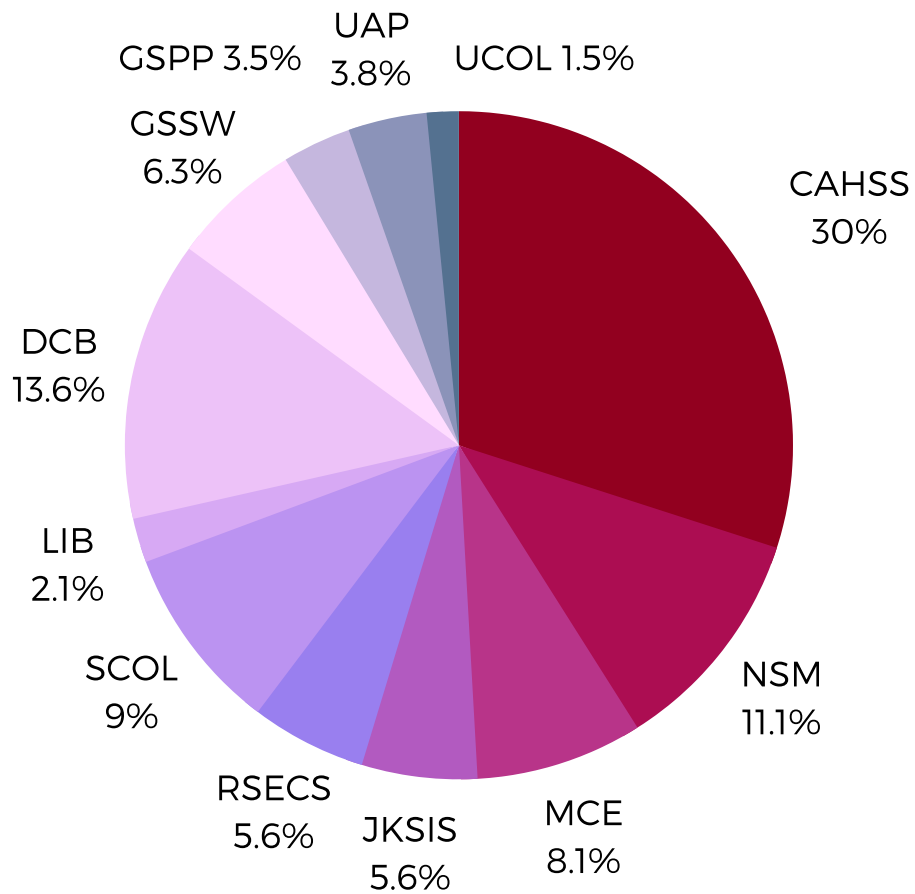


Race data are pulled from the DU Institutional Research and Analysis Factbook; 2019 Faculty Data.

Appointed Faculty by Series



Appointed Faculty by Unit



Appointed Faculty by Years at DU

