

Diversity, Equity & Inclusion Outline

2019-2023

Learn more about Diversity, Equity & Inclusion initiatives from 2019-2023 within each level of impact, i.e., University wide to individual faculty, and each category, i.e., Faculty Data Governance to Workload Equity.

1. Faculty Data Governance

Individual Faculty

- Agency in the ability to ask specific questions in terms of methodology and analysis

Chairs & Directors

- As of Winter 2020, Chair Advisory Board is a governance mechanism that engages chairs and directors for data and stakeholder feedback

School/College

- Agency in the ability to see data specific to this level and again, ask questions in terms of methodology and analysis
- Fall 2019 - FAAD acts as a governance structure in relation to soliciting faculty voice in surveys and collecting school and college level data
- Spring 2021 - IChange data structure, aimed at increasing institutional data collection practices, used to enhance DEI measures in institutional data collection

Academic Leaders

- Deans receive unit level and department-level data, including the authenticity subscale to better understand faculty experiences across rank, series, identity, and interactional dynamics

University Wide

- April 2018 – COACHE Survey-Added 10 DEI specific custom questions
- April 2018 – COACHE Survey-Added authenticity subscale (validated instrument) to better understand voice and inclusion in decision making
- Fall 2019 – Our R1 Our Way survey provided faculty voice in relation to collective sentiments about the university's R1 aspirations
- Spring 2019-Fall 2022 – COACHE Exit & Retention Survey
- Fall 2019 – Faculty Data Governance structure adopted to promote distributed leadership and faculty subject matter expertise in terms of faculty data
- January 2020 – COACHE Communication Committee releases [COACHE website](#) so all faculty have access to key COACHE findings
- February 2020 – COACHE Communication Committee hosts Campus COACHE Engagement Event
- Fall 2022 – [Webpage](#) created to share Our Progress Since Last COACHE survey
- February 2023 – COACHE Survey-Repeated 10 DEI specific custom questions for longitudinal data
- February 2023 – COACHE Survey-Repeated authenticity subscale for longitudinal data

2. Recruiting & Hiring

Individual Faculty

- May 2021 – Prospective Faculty Resource website published
- Spring 2022 – VPFA Staff met individually with nine prospective faculty candidates in GSSW

Chairs & Directors

- April 28, 2020 – EAB Workshop: “Instilling Equity and Inclusion in Departmental Practices”

Department Programs

- December 2022 – [Department of Psychology – Practices to Support Inclusive Recruitment Newsletter Article](#)
- January 2023 – [Best Practices for Inclusive Hiring Deliberations Newsletter Article](#)

School/College

- August 2020 – Newsletter on [Best Practices for Inclusive Hiring in ODEI & CAHSS](#), including a hiring checklist
- March 2021 – Newsletter Article on [Best Practices: Working Toward Best Practices in Inclusive Hiring at GSPP](#)

Academic Leaders

- March 18, 2021 – FAAD on DEI Hiring Practices & Statements
- January 2023 – EAB BIPOC Faculty Recruiting Workshop for Deans

University Wide

- Led [Faculty Hiring Workflow document creation](#) with DEI hiring best practice
- August 2020 – [Best Practices for Inclusive Hiring](#) Newsletter Article

3. Onboarding

Individual Faculty

- June 20, 2020 – New Faculty Welcome Hosted by the Symposium MOARS Tenure Track Faculty Committee
- October 22, 2020 – New Teaching and Professional Virtual Faculty Coffee Hour Hosted by the Symposium MOARS Teaching and Professional Faculty Committee
- August 2020 – [Canvas Onboarding Course](#) created for all new faculty with support for understanding DU's institutional culture and provide navigational capital, with DEI module from the Division of Diversity, Equity, and Inclusion added in Summer 2022

- August 2020 – New Faculty Orientation (Repeated August 2021, September 2022)
- “Teacher Scholar” New Faculty Learning Community (2019-2020, 2021-2022, 2022-2023)
- September 9, 2021– Part Time Faculty Orientation (Repeated quarterly)
- November 24, 2022 – [Faculty Resource page created](#)
- Fall 2023 – Faculty Cohort hiring model pilot implementation in partnership with CAHSS faculty leaders, division of DEI and Affinity Groups

Chairs & Directors

- October 2019 – [Welcoming and Celebrating Faculty Newsletter Article](#)
- January 2021 – Newsletter Article for NEW FACULTY ONBOARDING ON PIONEER@WORK
- [DU Chair Handbook created](#) with personnel section, including onboarding

Department Programs

- Summer 2019 – Symposium on Creating Collaborative Department Cultures & Chairs, including a subgroup on onboarding

Academic Leaders

- January 2020 – Onboarding Committee launched as a cross-functional team including members from HR, OTL, VPFA, DEI, ORSP, and FAAD
- August 19, 2020 – Virtual welcome from Deans and Associate Deans for new faculty

4. Mentoring

Individual Faculty

- Fall 2019 – MOARS tenure track and TPF committees created

Chairs & Directors

- MOARS TPF Presents Mentoring Model to C & Ds

Department Programs

- Summer 2019 – Symposium on Creating Collaborative Department Cultures & Chairs, including a subgroup on mentoring

School/College

- Spring 2022 – Mentoring Across Difference Community of Practice launched

Academic Leaders

- MOARS TPF presents mentoring model to FAAD

University Wide

- November 2020 – [Mentoring Website Release: The Teaching and Professional Faculty Lifecycle](#)
- MOARS TPF Presents TPF mentoring model at Symposium celebration
- February 14, 2020 – Hosted NCFDD Workshop: “[Rethinking Mentoring: How to Build Communities of Inclusion, Support, and Accountability](#)”
- January 2021 – [Hired Faculty Fellow for Mentoring Initiatives](#)

5. TPF & Adjunct Faculty

Individual Faculty

- Fall 2019 – Hosted “Pathways to Promotion for Teaching and Professional Faculty” (Repeated October 15, 2020, November 19, 2021)
- September 5, 2021 – Part-Time Faculty Orientation (Repeated quarterly)

- October 30, 2020 – Launched Faculty Learning Community: Teaching and Professional Faculty Tools for Success (Repeated)
- Fall 2022 – Adjunct Faculty Teaching Excellence Certificate (ATEC) launched
- Fall 2022 – “Is this it?” brunches with “mid-career” TPF

Chairs & Directors

- Winter Quarter 2021 – TPF White Paper presented to Chairs & Directors

Department Programs

- January 2022 – R1 Our Way Leadership Development for TPF proposal funded

School/College

- January 2021 – TPF White Paper summary presented to Deans
- January 28, 2021 – FAAD discusses TPF White Paper
- February 18, 2021 – FAAD on Clarity of APT for for TPF and TT
- Fall 2022 – Collaborated with CAHSS and Office of General Counsel to create job responsibility agreement letters for administrative TPF appointments in service of career advancement

University Wide

- 2020 – Mentoring and Onboarding Across Rank and Series (MOARS) creates model for mentoring for TPF faculty
- January 2021 – White Paper on Teaching and Professional Faculty published by Resident Scholar for Teaching and Professional Faculty
- February 2, 2021 – Panel on Institutionalizing a Culture of Respect for TPF at DU
- Winter 2023 – Path and Purpose Leadership Cohort launched for TPF at Associate and Full level

6. Faculty Development

Individual Faculty

- February 27, 2020 – Faculty-led Workshop: “Faculty Career Advancement: Promotion to Full: Debunking Myths and Envisioning Advancement Workshop”
- June 2, 2021 – External Expert writing workshop: “Writing from Identity”
- “Solo Success: How to Thrive in the Academy When You’re the Only _____ in Your Department”: NCFDD training
- Spring 2021 – Web Resources for Faculty before, during, and after Retirement launched
- Spring 2022 – Writing Accountability Groups for specific identity groups (Faculty of Color, Caregivers)
- March 2021 – Caregiving Resources Webpage created
- March 16, 2023 & April 6, 2023 – Workshops: You Aren't Alone: Burnout Resilience in Challenging Times

Chairs & Directors

- Winter 2020 – Chair Advisory Board created
- January 2020 – CAB sponsored [Peer-to-Peer Solution Seeking Clinic](#) pilot launched
- July 2020 – Chair & Director Handbook Launched by Chair Development 7 Training Symposium group
- August 2020 – Symposium Chair & Director Development Workshop “Chairing in Crisis”
- September 2021 – New Chairs Training
- Winter 2021 – IETACT inclusive excellence scenario-based workshop for chairs & director scenario-Based Workshop
- April 2023 – Resilient Leadership workshop for chairs and directors

Academic Leaders

- March 2023 – EAB BIPOC Faculty Retention workshop
- FAAD professional development workshops

University Wide

- Academic Impressions Campus Membership
- NCFDD Campus membership

7. Teaching & Learning

Individual Faculty

- 2020-Present – Faculty Institute for Inclusive Teaching, asynchronous training
- 2020-Present – Workshops, Office of Teaching & Learning
 - 2022-Present – Equity Workshop series
 - March 6, 2023 – Creating DEI Content for Your Classroom
 - February 22, 2023 – Inclusive Practices with Pronoun Use & Preferred Names
 - February 9, 2023 – Addressing Intercultural Pedagogy
 - January 23, 2023 – Designing Frequent Feedback
 - January 12, 2023 – Finding the Pause Between Our Reactions
 - January 4, 2023 – Creating class guidelines for peer engagement
 - November 9, 2022 – Compassion fatigue; relieving stress in partnership with your students
 - October 26, 2022 – Taking the time to evaluate classroom climate
 - October 10, 2022 – Finding the pause between our reactions
 - September 28, 2022 – Addressing bias in assessment
 - September 12, 2022 – Creating class guidelines for peer engagement
 - March 14 & August 30, 2022 – Designing an Accessibility Survey
 - May 23, 2022 – Compassion fatigue; relieving stress and developing resilience in partnership with your students
 - May 9, 2022 – Incorporating metacognitive activities to increase motivation and skill building
 - April 25, 2022 – Now what? Action oriented engagement after mid quarter assessments and working in mid quarter fatigue

- April 11, 2022 – Preparing for mid quarter assessments and scaffolding knowledge toward student outcomes
 - March 28, 2022 – Exploring data from the Accessibility Survey to balance student needs and faculty needs
 - 2022-Present – UDL Your Course
 - January 10, 2023 – UDL Your Course: Problem Solving Accessible Course Materials
 - January 31, 2023 & October 19, 2022 – UDL Your Course Series: Flexible Assessment
 - January 24, 2023 & October 4, 2022 – UDL Your Course Series: Inclusive Classroom Participation
 - January 19, 2023 & September 15, 2022 – UDL Your Course Series: Assistive Technology and the Canvas Course
 - September 6, 2022 – UDL Your Course Series: Accessible Course Materials
 - October 7 & November 5, 2019; January 2020 – Cognitive Impact of Microaggression Recognizing, Assessing and Addressing Implicit Bias in the College Classroom
 - September 16, 2019 – Getting Students to Read: Designing Pre-Reading Exercises
 - April 22, 2020 – Universal Design for Learning
 - August 17, 2017 – Universal Design for Learning and Inclusive Teaching Practices, CDI
 - December 13, 2016 – Inclusive Excellence: Habits of Mind and Practice
 - December 5 & 13, 2016 – Seizing the Teachable Moment: Classroom Discussions with Potential (Not Peril)
 - December 5 & 13, 2016 – Unpacking Relevant Diversity and Inclusion Topics: From Safe Spaces, Trigger Warnings and Microaggressions to Brave Spaces, Freedom of Speech and Micro-Affirmation - what it means, why it matters, and how it informs our practice
 - December 5, 2016 – Inclusive Excellence: Habits of Mind and Practice
 - December 5 & 13, 2016 – Inclusive Group Work
- Teaching for Inclusion & Equity Badges

- 25 faculty registered for the TIE Foundational Microcredential Program
- Fall Quarter 2022 – FIIT cohorts, Faculty Learning Community
- Winter Quarter, 2023 – FIIT cohorts, Faculty Learning Community
- Winter Quarter, 2023 – Six faculty completed the electronic badge
- Neurodiversity Institute
 - August 2021, August 2022, December 2022
- Podcasts
 - October 5, 2020 – Pedagogo S2 – E3 “Trauma - Informed Pedagogy. The Role of Assessment in Deep Insights & Learning”
 - Spring 2021 – Kitchen Table Talks
- Faculty Learning Communities
 - 2022-2023 – Thriving in Color
 - 2022-2023 – Allies and Advocates
 - Anti-Racist Teaching & Reciprocal Empathy
 - 2021 – “This Book is Anti-Racist”
 - 2021 – A Pedagogy of Hope
 - 2021 – Discussion as a Way of Teaching: Tools and Techniques for Democratic Classrooms
 - 2020 – Race and Writing Assessment
 - 2020 – Parenting and Productivity
 - 2020 – Advocates and Allies in Engineering and Computer Sciences
 - 2020 – Trans in College
 - 2019 – White Fragility and Our Teaching
 - 2018 – Critical Pedagogies
 - 2018 & 2019 – Inclusive Classroom Communication

Chairs & Directors

- Summer 2022 – Joined FAAD to discuss Faculty Institute for Inclusive Teaching

Department Programs

- FIIT cohorts, Faculty Learning Community
 - Fall Quarter 2022 – Computer Science
 - Winter Quarter 2023 – Sturm College of Law
 - Winter Quarter & Spring Quarter 2023 – Department of Psychology
- Workshops
 - September 2022 – Developing Classroom Guidelines, Department of Psychology
 - February 8, 2019 – Inclusive Teaching Practices Primer, faculty series, PSYC Department
 - September 7, 2017 – GTA Training: Syllabus Statements, Rules of Engagement, Bias and Microaggressions, Formative Assessment, COMM Department
 - May 24, 2017 – Inclusive Teaching Practices Primer, Division of Mathematics
 - October 20, 2017 – Establishing Departmental Graduate Mentoring Agreements: Critical Considerations for Cross-Racial Graduate Mentor-Protégé Relationships, Department of Psychology

School/College

- FIIT cohorts, Faculty Learning Community
 - Summer 2022 – UCOL
- Workshops
 - April 2022 – Universal Design for Learning, RSECS faculty workshop
 - August 2022 – Universal Design for Learning, UCOL workshop
 - August 2022 – Universal Design for Learning, FSEM faculty
 - September 2022 – Inclusive Teaching GTA training, Division of Natural Sciences and Mathematics
 - November 2022 – Universal Design for Learning, Writing Program faculty workshop
 - November 2022 – Developing Classroom Guidelines, INTZ 2501 faculty workshop
 - March 11, 2019 – Inclusive Teaching Practices Primer, TA Training, MCE
 - January 9, 2019 – Inclusive Teaching Practices Primer, Office of Internalization
 - March 23, 2018 – Inclusive Teaching Practices Primer, UCOL

- June 12, 2018 – Bias, Microaggression and Interracial Mentoring Considerations, HPH Mentor Training
- April 3 & 20, 2018 – Implicit Bias and Microaggression: Cognitive Effects on University Students. RSECS faculty
- February 24, 2018 – Academic Freedom, Difficult Dialogues and Liberal Bias. AHSS faculty
- February 9, 2018 – Positionality Workshop: Microaggressions and Implicit Bias, Josef Korbel School of International Studies
- October 3, 2017 – Creating Inclusive Learning Environments, Sturm College of Law
- May 16, 2017 – Implicit Bias and Microaggression, GSSW Faculty
- April 14, 2017 – Recognizing, Assessing and Addressing Bias in STEM Classrooms, Division of Natural Sciences and Mathematics
- April 14, 2017 – Diversity, Inclusion and Ethical Responsibilities of Future STEM Faculty, Division of Natural Sciences and Mathematics
- April 1, 2017 – Inclusive Teaching Practices for Equitable Classroom Management, Sturm College of Law
- October 6, 2017 –Advancing Inclusive Teaching Practices at DU: Successes, Challenges and the Path Forward, Sturm College of Law
- October 11, 2017 – Reflexive Model of Inclusive Teaching and Facilitation, MCE
- November 17, 2016 – Recognizing, Assessing and Addressing Bias in STEM Classrooms, Office of Diversity and Inclusion

Academic Leaders

- 2021 – Partners in Pedagogy, (P3), Graduate Student Program

University Wide

- February 27, 2023 – Radical Inclusion - Sturm Law Black History Month Keynote with Dr. Reiland Rabaka

- April 2022 – Just and Equitable Teaching; Bringing Critical Consciousness to the Classroom, Diversity Summit Presentation
- April 15, 2022 – Keynote: Recognizing and Rewarding Inclusive Teaching in the Evaluation Process
- 2020-Present – Faculty Institute for Inclusive Teaching, asynchronous training
- February 4, 2020 – Trans in College special talk with Dr. Z Nicolazzo
- March 5, 2019 – Radical Forgiveness, Imagination and Justice in Our Teaching, University wide panel
- June 27, 2017 – Advancing Inclusive Teaching Practices at DU, HERS - Leadership Training for Women in Higher Education
- 2017-2019 – Teaching & Learning Series, Advancing Equity in the College Classroom
 - November 16, 2017 – Cultivating Campus Environments that Support the Success of Racially Diverse Faculty with Dr. Raquel Wright-Mair
 - October 19, 2017 – A Critical Look at Inclusion of the San People in the Education System of Botswana with Dr. Mmabaledi Seeletso
 - March 21, 2019 – Decolonizing “Multicultural Counseling” Courses: Discussion-based Approaches to Teaching Power, Privilege and Oppression
- 2020-Present – Blogs, Office of Teaching & Learning
 - May 8, 2020 – “Teaching in a Data-Rich Online Environment Blog Series: Creating a Culture that Enriches and Empowers Faculty” - Collective Blog
 - June 2, 2020 – “Responding to Trauma in the Classroom”
 - June 5, 2020 – “Pedagogical Strategies to Acknowledge and Discuss Institutional Legacies of Racism”
 - September 8, 2020 – “The Pivot-Ready Professor”
 - October 26, 2020 – “Ensuring Collegiality and Civility: A Classroom Management Quick Guide”
 - November 16, 2020 – “Inclusive Use of Proctoring Technology: LockDown Browser & Respondus Monitor”
 - May 18, 2022 – “Sharing Pronouns as an Inclusive Teaching Practice”
 - September 22, 2022 – “Addressing Bias in Assessment”

8. Departmental Climate & Belonging

Individual Faculty

- July 2019 – Creating Collaborative Department culture & Climate Symposium
- December 2019-2020 – Symposium Implementation Teams

Chairs & Directors

- April 28, 2020 – EAB workshop: “Instilling Equity and Inclusion in Departmental Practices”
- April 20, 2021 – Campus workshop: Scenario-Based Virtual Training: Creating Inclusive Campus Climates for Chairs and Directors
- Spring 2021 – Academic Impressions Training for Chairs & Directors on Conflict
- Fall 2022 – Meeting Wise Training on Running Meetings

Department Programs

- January 2022 – R1 Our Way Leadership Development for TPF proposal funded
- Department Equity Action Planning Teams (Cohort 1 2022; Cohort 2 2023)
- Department Action Teams (Cohort 1 2022; Cohort 2 2023)

School/College

- Departmental Level Authenticity Subscale conducted for all Departments as part of COACHE survey

Academic Leaders

- Winter 2020 – Inclusive Excellence Training, Advocacy, Committee, and Toolkits ([IETACT](#)) Symposium Implementation Committee created

University Wide

- October 2019 – Provost Faculty Senate Reception on Symposium
- December 2019 – Symposium Committees Established

9. Deliberative Decision Making

Individual Faculty

- Fall 2021 – DDM Asynchronous Webinar through Academic Impressions
- December 2020 – DDM Symposium Implementation Committee

Chairs & Directors

- September 23, 2021 – Webinar: Improving Promotion and Tenure Reviews by Using a Deliberative Decision-Making Model
- July 2021 – [Deliberative Decision Making Training for Chairs, Directors, and Associate Deans](#) on Best Practices for Negotiating Class Assignments During COVID and Beyond
- DDM support for chairs of the Department of Art & Art History, Sociology & Criminology, & Media, Film, & Journalism Studies

Department Programs

- Newsletter Article on [DELIBERATE DECISION-MAKING WITH FAIRNESS AND RIGOR: MAKING HIRING DECISIONS IN THE DEPARTMENT OF SOCIOLOGY AND CRIMINOLOGY](#)
- Fall 2021 – DDM training for Department of Political Science

School/College

- 2021 & 2022 – [Deliberative Decision making \(DDM\) Unit-Level Promotion and Tenure Training Committee Pilot](#) in 5 units-GSSW, CAHSS, NSM, RSECS, MCE

- August 2021 – Inclusive Hiring Roundup Newsletter Article
- May 2021 – Newsletter Article **A STRUCTURE FOR ADDRESSING POWER AND TRANSPARENCY IN DECISION MAKING**
- April 2022 – Newsletter Article [DDM 2.0 GSSW: ADAPTING TO A GROWING DEPARTMENT, COVID-IMPACT, AND DIVERSE FACULTY LINES](#)
- October 2022 – USING DDM IN HIRING, TENURE, PROMOTION, AND REAPPOINTMENT DELIBERATIONS Newsletter Article

Academic Leaders

- Fall 2021 – DDM used in several Deans Council sessions

University Wide

- Winter 2022 – DDM used in CFO Search
- January 2023 – DDM Trainings for VPFA Search & General Education Director Search
- October 2022 – DDM Webpage created

10. Equity in Stem

Individual Faculty

- September 2021 – three faculty and one staff member attend the CIMER Entering Mentoring week-long training on inclusive mentoring in STEM

Department Programs

- Fall 2019 – Interim Provost & VPFA meet with each RSECS department

School/College

- Spring 2020 – VPFA facilitates Picture A Scientist Discussion in NSM

- Sept 5, 2021 – OTL Teaching and Learning in the College Classroom: Best Practices, GTA Training, Division of Natural Sciences and Mathematics
- December 2022 – OTL Embedding JEDI into Engineering and Computer Science Curricula, RSECS faculty workshop
- May 2021 – Focus groups and survey data administered in NSM and RSECS through IChange on experience of minoritized faculty and of leadership
- May 2022 – IChange collaborative planning events in RSECS and NSM

Academic Leaders

- May 2022 – IChange & MERISTEM leadership commence quarterly collaborative meetings

University Wide

- November 2020 – Announcement that DU is accepted in Aspire Institutional (IChange) network for three-year national cohort
- January 2022 – DU is awarded NSF-ADVANCE implementation grant for DU-MERISTEM, which seeks to support historically marginalized faculty, students and staff in STEM
- September 15, 2022 – IChange Faculty-led planning process commences
- January 2023 – VPFA staff Alison Staudinger takes on a CO-PI leadership role in the DU-DEVELOP prong of DU-MERISTEM NSF-ADVANCE Grant

11. Annual & Consequential Reviews

Individual Faculty

- April 23, 2020 – Faculty-Led Workshop The Narrative Arc: Mapping Your Tenure, Promotion, or Reappointment Statement (Repeated October 26, 2020; April 22, 2021)
- October 22, 2021 – Faculty Workshop: Preparing for Reviews in Light of COVID-19 Impacts (Repeated March 4, 2022)
- October 2, 2022 – Blog: Student Evaluations of Teaching Questions Related to DEI

Chairs & Directors

- November 2, 2021 – Department & Program Director Training #1: Preparing for Consequential Reviews in Light of COVID-19 (Repeated November 4, 2021)

Department Programs

- November 8, 2021 – Training for Department & Unit Level Committee Training Preparing for Consequential Reviews in Light of COVID-19 (2x)

School/College

- November 8, 2021 – Unit Level Committee Training Preparing for Consequential Reviews in Light of COVID-19 (2x)
- April 14, 2022 – Strategy meeting for Valuing DEI effort in unit-level annual and consequential reviews

Academic Leaders

- October 21, 2021 – Dean’s Council: Preparing for Consequential Reviews in Light of COVID-19

University Wide

- October 6, 2022 – “Identify & Respond to Bias” in Promotion & Tenure Workshop
- 2020-2021 – VPFA serves on COVID support Senate Committee
- November 4, 2023 – Workshop: Valuing DEI/Inclusive Teaching in Promotion and Tenure

12. Workload Equity

Individual Faculty

- April 30, 2021 – Think and Drink: How Can DU Respond (and how are we responding) to the “Long-Tail” of COVID
- June 6, 2022 – Webinar: Representing your DEI Work for Tenure and Promotion

Chairs & Directors

- March 4, 2022 – CAB Peer-to-peer Solution Seeking Clinic on “Approaching Workload Equity”
- February 2, 2023 – Breakfast, Chairs and Directors on Workload Equity

Department Programs

- February 27, 2023 – Inaugural Workload Equity Department Equity Action Planning Teams present at Dean’s Council, including on emotional/invisible labor

Academic Leaders

- March 28, 2021 – FAAD on Workload Equity/ACE Report
- March 10, 2022 – Dean’s Council for Workload Equity Committee

University Wide

- May 2021 – Spring Provost Conference: Equity Minded Faculty Workloads by Design
- April 14, 2022 – Keynote Making the Invisible Visible and Valued: Understanding the Intersections of Faculty Workload Equity and DEI
- September 6, 2022 – Workload Equity Committee Report Released
- February 2, 2023 – Keynote: Yes...And: Sustainable and Scalable Approaches to Equitable Workload Reform