Speeding Towards Workload Equity: A Practices Roadmap

① starting up

This is the first time you are thinking about workload equity and you have not yet had conversations with your faculty.

② cruising

You have a good grasp for where WE is lacking in your unit, and have had conversations regarding WE with your faculty

③ speeding

You have a working WE dashboard and are ready to polish WE practices in your unit with participation from your faculty

PRACTICE #1.1

Explore the meaning and significance of WE by completing "Getting Started with WE" activities, "The Hallway Ask" and the "Tuesday Inbox" activities as conversations starters

PRACTICE #1.2

Complete an equity-minded workload audit at the department level, focusing on one aspect of WE: transparency, clarity or accountability

DASHBOARDS

PRACTICE #2

Develop a faculty activity dashboard that is contextualized and responds to your unit's WE needs

PRACTICE #3.1

Grow your WE dashboard by folding in more granular data (ie., teaching credit swap, rotations, redistributions)

PRACTICE #3.2

Work towards institutionalization of dashboard data by creating an official WE policy and embed in Watermark Faculty Success

Examining local teaching/service data

Policies and practices that can address WE issues

Integrating relevant WE policies into shared governance