



Faculty Symposium
& Implementation
Team



Workload Equity
Committee



Deliberative Decision
Making (Hiring and
Department
Deliberations)



Faculty Affairs
Associate Deans
(FAAD) huddle



Chair Advisory Board
(CAB)



Cross-Identity Mentoring
Community of Practice



Faculty Fellow for
Mentoring Initiatives



Department Equity
Action Planning teams



Mid-Career Support
(TPF)



Teaching &
Professional Faculty
(TPF) Committee

COACHE Themes:



*Cross-Silo Work and Mentorship:
Interdisciplinary Work*



Nature of Work: Service



*Cross-Silo Work and Mentorship:
Collaboration*



*Cross-Silo Work and Mentorship:
Mentoring*



*Institutional Leadership: Divisional
Leadership, Departmental Leadership*



Tenure and Promotion: Promotion to Full



*The Department: Department Collegiality,
Department Engagement*



Definitions:**DU Symposium & Implementation Teams**

Using a faculty problem-solving, collaborative model created by The University of Georgia, the DU 2019 summer symposium hosted 34 faculty from across campus who engage in a collective problem-solving around key themes. Implementation Teams led a series of inter-woven initiatives designed to improve department culture and climate on the DU campus and include Chair Development & Training, Chair Advisory Board, Deliberative Decision-Making (DDM), Mentoring & Onboarding Across Rank & Series (Teach & Professional Faculty), Mentoring & Onboarding Across Rank & Series (Tenure Track Faculty), Inclusive Excellence Training, Advocacy, Community, and Toolkits (IETACT)

Cross-Identity Mentoring Community of Practice

To support and sustain a diverse faculty body at DU, the Office of the Vice Provost of Faculty Affairs convened a group of faculty-mentoring leaders for a six-month exploration various mentoring approaches discussed in the literature and locate innovative work happening on other campuses—including mentoring dyads, communities, circles, and various other approaches that attend to intersections of gender, race, and identity.

Workload Equity Committee

Created in Fall 2020 by Faculty Senate, this committee was charged with strengthening equity outcomes within and across departments and units by bringing greater clarity and transparency to three-interrelated areas: (1) faculty responsibilities and expectations, (2) the decision-making processes by which department and unit heads assign faculty responsibilities and set faculty expectations, and (3) the standards by which faculty responsibilities and expectations are measured, assessed, and rewarded. Access the report of the 2021-2022 committee on the VPFA website.

Faculty Fellow for Mentoring Initiatives

This Faculty Fellow guides a faculty Community of Practice to explore current scholarship, locate best practices, and develop an institutional approach to cross-identity mentoring across ranks and series.

Deliberative Decision-Making ((DDM)—Hiring and Department Deliberations)

DDM is an approach to deliberation designed to promote best practices for process quality and authenticity in decision making and introduce strategies for running meetings to increase participation and equity for all participant and grew out of the DU Symposium. Workshops were held across campus to support implementation of the model.

Department Equity Action Planning (DEAPs) Teams

Department Equity Action Planning (DEAPs) teams are a research-based approach to improving workload equity and faculty satisfaction through a collaborative, department, or academic unit-based approach. Six departments have created DEAPs.

FAAD

This is a bi-monthly meeting of associate deans with responsibilities in faculty affairs from every academic unit in the institution. The group serves as peer-support; conduct for communication and resource sharing

Mid-Career Support for Teaching & Professional Faculty (TPF)

Chairs, Directors, Associate Deans, and other faculty leaders are essential supports for faculty as they navigate change, especially in relation to the promotion process. Path and Purpose Leadership workshops for TPF were convened and supported by a TPF Resident Scholar.

CAB

The Chair Advisory Board (CAB) is responsible for setting the agenda and coordinating quarterly meetings for better communication with the Provost and all chairs, directors, and people in similar roles. CAB facilitates peer-learning opportunities for Chairs & Directors through Huddles, Peer-to-Peer Solution Seeking Clinics, and individual consultation.

Teaching & Professional Faculty (TPF) Committee

Created in Fall 2022 by Faculty Senate, this committee seeks to improve faculty success, governance representation, and professional development for faculty in the TPF series

Department Action Teams (DATs)

This multi-year project, led by the Office of Teaching & Learning (OTL) and the Teaching Excellence Task Force guides departments through a process of considering current practice and determining ways to ensure three voices (self, student, peer) are reflected in teaching evaluation for annual and consequential review. Nine departments have created DATs.

