

## Equitable Faculty Workloads

### QUESTIONS:

When and how does your department discuss and review faculty workloads?

How can you publish or share information about all of the faculty work in the department in a way that promotes transparency and allows faculty to benchmark their own effort?

How can you make the invisible visible? What work do faculty do that doesn't "count"?

Is there accountability built into your processes such that when a faculty member does not complete minimum expectations for work, or completes more than their fair share, there is a consequence?

Are committee sizes and roles sufficiently defined?

Is there alignment between workload assignment, policy and practice and the evaluation system? (Annual evaluation, promotion, criteria)

### ACTION:

What are two action steps you can take to increase transparency and equity in faculty work in your department?