

Invest in Our People: Faculty Initiative Task Force

Background:

In spring 2021, Chancellor Elliman tasked the Office of Strategic Initiatives (OSI) with running a strategic process to identify key priorities and initiatives for the campus over the next five years. OSI partnered with Inworks to leverage an inclusive, human-centered philosophy of design innovation and engage over 700 members of the campus community in contributing to a vision for how CU Anschutz might continue to break new ground in health sciences, education, research, patient care and community engagement. OSI convened a steering committee and four working groups centered on each of these mission areas.

In synthesizing the recommendations from these groups, a common theme that emerged was the need to **invest in our people**. Participants felt that there was a need to better recognize the varied contributions of faculty across the many dimensions of their work. A key recommendation was to evaluate campus promotion and tenure processes to identify opportunities to reward achievements in areas such as DEI, community engagement, and innovation. These key priorities also align with the campus-wide Office of Diversity Equity Inclusion and Community Engagement (ODEICE) key strategic initiatives. The ODEICE key priorities and initiatives were identified and voted on through a strategic process engaging the Chancellor's DEICE Leadership Council in fall 2021. Our collaborative process includes mapping key priorities to campus wide initiatives from both the OSI and ODEICE offices.

Charge:

The charge of this task force is to assess current promotion processes and develop recommendations/ best practices regarding campus promotion criteria and processes, with attention to DEI, innovation, and community engagement.

Note: The focus of this task force will be on traditional ranks of Assistant Professor, Associate Professor, and Professor at the CU Anschutz Medical Campus. As templates, frameworks, and recommendations are developed, the instructor series will be addressed at a later time. The committee may use discretion to determine if tenure processes should be included with these recommendations.

Co-Chairs:

Melissa DeSantis
Jill Taylor

Timeline and Deliverables:

*End deliverable is a report of recommendations only. Does not include implementation plan (recommendations to be approved in fall 2023).

Timeline	Deliverable
May 2023	Kick-off meeting Perform literature review of best practices and innovative approaches to promotion (and tenure) nationally. Request/gather current promotion criteria and processes (or practices) from schools/colleges across the CU Anschutz campus. - Jill Taylor can provide
June/July 2023	Based on information received, conduct assessment of current promotion criteria and processes (or practices) at CU Anschutz campus.
August/ September 2023	Create a draft list of recommendations and vet with key stakeholders and advisors. <ul style="list-style-type: none">• Best Practice Guidelines based on successes here at CU or nationally. Toolkit/checklist for schools to tailor and deploy to departments. These checklists could be monitored for performance, and possible dashboard metrics may be suggested.• Based on recommendations, determine additional measures of success (key performance indicators).
October 2023	

	<p>Submit recommendations to the faculty, ideally with a strong statement of support from campus executive leadership (Provost Nairn, Deans, Chancellor Elliman).</p> <ul style="list-style-type: none"> • Best Practice Guidelines based on successes here at CU or nationally. Toolkit/checklist for schools to tailor and deploy to departments. These checklists could be monitored for performance, and possible dashboard metrics will be suggested. <p>Recommend communication plan for campus community to understand task force recommendations.</p> <ul style="list-style-type: none"> • Consider appointment of key members of task force to support relevant units in evaluating and considering changes to promotion and tenure.
Looking forward	<p>In future years, this task force may:</p> <ul style="list-style-type: none"> • Provide steps for implementation of recommendations. • Evaluate and benchmark success of new processes and practices against baselines. • Deliver reports on that progress to the campus community. • Make further recommendations and adjust approaches as necessary to achieve results.

For timelines and deliverables to be achieved, we anticipate the meeting frequency will be approximately:

- ✓ Leadership (Regina/Laura) and co-leads meet in March 2023.
- ✓ One kickoff meeting with all participants in May 2023.
- ✓ Twice monthly meetings for all participants from May – September 2023.