

Faculty Teaching Load, Historical Timeline

Summer, 2008	The Differentiated Workload Committee began visualizing what a differentiated workload might look like. This work continued during the 2008-2009 year as the committee researched and requested feedback on the proposal.
2009	The Differentiated Workload Committee completed the Differentiated Workload Proposal, which would allow faculty to apply for a differentiated workload annually while also creating a system for compensating faculty for overload teaching. ¹
October 06, 2010	The Faculty Senate Welfare Committee was charged to review the Policy on Differentiated Workload.
Fall, 2011	Faculty Workload continued to be discussed at Faculty Senate, including in a series of questions sent to then President Jordan (09/21/2011), a discussion with then Provost Golich about faculty evaluation (10/19/2011), and a discussion around expectations and experiences for non-tenure track full time faculty (12/07/2011).
August 26, 2015	The President of the Faculty Senate created a Differentiated Workload Task Force to observe the pilot programs in Chemistry and Psychology in order to make recommendations to the University and for other programs. ²
March 16, 2016	The Faculty Senate Welfare Committee presented the Faculty Workload Proposal to the Faculty Senate, which recommended reducing the teaching load for all full-time faculty by 3 credit hours each year. The proposal passed with a vote of 60%.
November 17, 2018	A motion was made on the Faculty Senate Floor for the administration to explore if the full-time teaching load can be reduced to a 4/3 for Tenure/Tenure-Track and to a 5/4 for Lecturer faculty. This motion passed 46 in favor, 16 against with 8 abstentions.
Spring, 2019	The Faculty Welfare Committee was charged by then Faculty Senate President Makley to support development of a reduction in teaching load to a 3/3. This charge was reiterated in the Fall of 2019.

¹ In the minutes of the 10/29/2008 Faculty Senate meeting, there is mention of a different proposal and desire to move faculty to a 4/3 teaching load. A reduction in teaching load was also discussed in the 10/21/2009 meeting in the context of offering graduate programs at the university.

² The concept of a differentiated workload was included in the Climate Survey, the results were discussed at the 08/24/2016. At that time, "most faculty [approve the] differentiated workload in the abstract, a majority of faculty are not satisfied with the implementation of it."

December 04, 2019	The Faculty Welfare Committee chair updated the Faculty Senate on the development of an Adjusted Workload Proposal, proposing a shift to a 3/3 teaching load.
May 6, 2020	The Faculty Welfare Committee presented a Teaching Load Proposal in response to President Davidson's call for ideas in due to the current economic forecast. The proposal notes that the COVID-19 pandemic had augmented faculty labor; it argues that reducing faculty teaching load would enable faculty to be flexible in their allocation of labor and time in response to institutional need. It was noted that the Faculty Senate Executive Committee can act in the place of the Faculty Senate during the summer. A straw poll was taken to gauge faculty sentiment so that the EC could act on faculty behalf and send the final report to campus leadership. The draft proposal was endorsed by the faculty in the straw poll with 73 for and 9 against with 9 abstentions.
Summer 2020	The Workload Proposal was circulated among senior leadership.
Fall 2020	Then Faculty Senate President Campbell extended the charge to the Faculty Welfare Committee to continue developing a proposal to address faculty workload.
October 30, 2020	The Faculty Welfare Committee formally presented the Fall 2020 Faculty Survey results, a survey addressing faculty workload in terms of both longstanding issues and impacts of the COVID-19 pandemic, as well as the Workload Proposal to then Provost Henry and President Davidson.
November 11, 2020	The Faculty Welfare Committee shared with Faculty Senate the results of the Fall 2020 Faculty Survey.
December 16, 2020	The Faculty Welfare Committee released the "Pain Points" document, describing the current workload of faculty and its various components, based on the Fall 2020 Faculty Survey results.
January, 2021	The Faculty Workload Taskforce was created and charged by then Interim Provost Henry with assessing the pros/cons of reducing the faculty teaching load and developing a general proposal. The taskforce included representatives of the Faculty Welfare Committee, chairs, deans, and staff. The goal of the taskforce was to create a plan that could be handed to the newly hired, incoming provost.
April 8, 2021	The Faculty Workload Taskforce received updated mandate from new Provost Tatum that they work on an accelerated timeline, should include non-tenure track faculty, and should not address with cost or details of implementation.
April 28, 2021	Provost Tatum directed the Faculty Workload Taskforce to conduct a survey of full-time faculty to establish the level of faculty support for the general proposal. The survey was open from April 28-May 14 and was distributed to all 585 full-time

	<p>faculty members. The survey was anonymous and received 410 responses (an overall response rate of 70.1%). The survey demonstrated a high level of faculty support for the proposal (83.5% supported moving tenured/ tenure-track faculty to an 18-credit annual teaching load; 73.5% supported moving non-tenure-track faculty to a 24-credit annual teaching load).</p>
Spring and Fall 2021	<p>The Faculty Workload Taskforce collected internal and external data related to workload and teaching load. They also communicated with stakeholders including Staff Senate, Council of Chairs & Directors, Council of Deans, Metropolitan State Faculty Federation, Graduate Council, Faculty Diversity Task Force, general faculty (all ranks), and all members of the university community via an “idea catcher.”</p>
November 17, 2021	<p>The Faculty Workload Taskforce updated the Faculty Senate, including the development of a differentiated workload model that, if approved, would be implemented in the Fall 2025 semester.</p>
November 19, 2021	<p>The Faculty Workload Taskforce released the draft of their proposal and began soliciting feedback on the specific proposal from across the campus community via discussions with constituent groups, open forums and roundtable discussions, and a Qualtrics survey form.</p>
February 7, 2022	<p>The co-chairs of the Faculty Workload Taskforce and Provost Tatum held a Town Hall about the developing recommendations. Additional events were held by taskforce faculty members on January 24, 2022 (faculty only); February 1, 2022 (faculty only); and February 7, 2022 (open to all MSU Denver community members).</p>
March 15, 2022	<p>The Faculty Workload Taskforce released three documents: Final Recommendations; Faculty Workload White Paper; Summary of Feedback.</p>
April 13, 2022	<p>The Faculty Senate discussed the Faculty Workload Proposal in a special session and voted to recommend the Faculty Workload Taskforce Final Recommendations with 92% in favor.</p>
Summer, 2022	<p>Provost Tatum directed the deans to analyze different aspects of implementing the Workload Reduction Proposal. This included cost projections of faculty hiring needs based on projected enrollments, new instructional cost modeling plans, proposed hiring plans, and space implementations.</p>
September 9, 2022	<p>An email from Provost Tatum was circulated to all faculty, chairs, and deans stating, “the implementation of a standard 3/3 teaching load for T/TT faculty (Assistant, Associate, and Full Professors) and a standard 4/4 teaching load for NTT faculty (Lecturers and Senior Lecturers) is scheduled to begin fall 2023.”</p>

Fall, 2022	The deans and chairs worked with their faculty to develop new documents in response to the reduction in teaching load, including updates to department guidelines and new college or school bylaws.
November 16, 2022	The Faculty Senate passed the Workload Implementation Resolution and Addendum with a vote of 50 yes, 11 no, and 11 abstentions. This resolution calls for Provost Tatum to solicit implementation plans on the workload reduction from the deans and present them to the Faculty Senate on or before December 20, 2022. The resolution also resolved that the first Faculty Senate meeting of the Spring 2023 semester be devoted to a discussion of the implementation plans, followed by a vote to affirm or disconfirm the proposals.
December 5, 2022	An email from Provost Tatum was circulated to all faculty, chairs, deans, and senior leaders, describing the actions taken thus far towards the workload reduction and reiterating that the university was moving towards a Fall 2023 reduction in teaching load.
January 6, 2023	Provost Tatum provided Faculty Senate with a copy of the December 5, 2023 email as well as a response to the Faculty Senate Workload Implementation Resolution-Addendum with an overview of the implementation plans occurring across the university. The documents includes proposed three-year hiring phases, but notes that the first-year hires with a Fall 2023 start date “have not yet been approved and are under review in the Provost’s office,” and that most items of concern articulated in the resolution addendum will vary by department/college/school.
January 25, 2023	The senior leadership team conducted a “deep dive” into the Faculty Workload Proposal.
January 26, 2023	Provost Tatum presented the Faculty Workload Proposal and implementation plan to the MSU Denver Board of Trustees Academic and Student Affairs Subcommittee.
January 31, 2023	President Davidson addressed a memo to MSU Denver Leadership communicating a direction to pause the teaching load shift until the Board of Trustees can evaluate the budgetary implications and affect on university mission and culture, including multi-year budget modeling.
February 1, 2023	The Faculty Senate hosted Provost Tatum and COO Larry Sampler to answer questions about the decision to pause the teaching load shift.
February 13, 2023	President Davidson announced in an email the development of a cross-functional task force to support the Board of Trustee discussion of faculty workload at the March 2023 meeting and potential integration of the proposal into the fiscal year 2023-2024 budget cycle. An email sent on 02/16/2023 elaborated on the members of the task force and their timeline.

