



CAMPUS ADMINISTRATIVE POLICY JUSTIFICATION

Policy Title: Differentiated Annual Workloads

Policy Number: 1012 Functional Area: Academic and Faculty Affairs

Date Submitted: March 16, 2020

Proposed Action: Approve Revision

Brief Description: Provide a framework for academic units to grant differentiated workloads to all faculty.

Desired Effective Date: July 1, 2020

Last Reviewed/Updated: November 1, 2014

Reviewing Office: Provost Office

Responsible Officer: Provost

Policy Contact: Jill Taylor

Applies to: CU Denver

Reason for Policy: The intent of this policy is to provide a framework for academic units to grant differentiated workloads to all faculty. The university recognizes that there are legitimate differences in faculty development needs, interests and abilities and provides the differentiated workload as measure of flexibility to take this into account.

I. REASON FOR PROPOSED ACTION

Revised to reflect changes to [System Administrative Policy 1006, Differentiated Annual Workloads for Faculty](#). This system policy was updated as a result of the BoR updated Article and Policy V.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

- Provost (6-16-20)
- Legal (E. O'Brien, 6-2-20)
- Deans (6-3-20) No Comments
- Faculty Assembly CU Denver (5-26-20)
- UCDALI (5-26-20)

Associate Deans (AD/ASG) (4-24-20)
Human Resources (4-24-20)
AVC for Faculty Affairs (J. Brennan, 4-24-20)
AVC for Academic Operations (N. Viveiros, 4-3-20)
Special Assistant to the Provost (J. Taylor, ongoing involvement)
Policy Coordination Manager (M. Heredia, ongoing involvement)

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes?

Yes

1. If no, please explain. N/A
2. If yes, what is your plan to get the legal review? Ask Legal EA to assign an attorney to review.
3. Date legal review completed: 6-2-20
4. Person completing legal review: E. O'Brien

IV. FISCAL REVIEW Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? **No**