EDC Organization and Procedures

EDC advocates for and gives voice to underrepresented racial-ethnic faculty on the CU Denver campus. As the primary advisory committee to Faculty Assembly and CU Denver administration on issues important to underrepresented racial-ethnic faculty, EDC reviews and makes recommendations on general policy, strategic plans, and any other formulations that set forth the broad educational and curricular objectives and policies at CU Denver that have implications for underrepresented racial-ethnic faculty. In addition, EDC advocates for policies and practices that enhance CU Denver for underrepresented racial-ethnic faculty. Whenever appropriate, EDC works in concert with Staff Council and the Student Government Association on shared issues.

Voting members of EDC shall represent the colleges, schools, and libraries as set forth in the Faculty Assembly Bylaws. EDC follows the procedural standards outlined in the Faculty Assembly Bylaws and welcomes additional non-voting members and participation by faculty from all colleges, schools, and the library. EDC shall elect a chair (or co-chairs), a vice-chair and a secretary at the end of each academic year who will serve as EDC’s Executive Committee the following academic year. Members of EDC’s Executive Committee may serve multiple terms if so elected by the committee in accordance with Faculty Assembly Bylaws. The chair/co-chair of EDC shall serve as a member of Faculty Assembly and its Executive Committee. The vice-chair will serve as chair in the chair/co-chair’s absence and may succeed the chair/co-chair as needed. The secretary will record and preserve minutes, maintain a list of members, and administer committee officer elections. Further, the committee shall provide nominations of faculty members to the Chair of Faculty Assembly to serve on parallel system committees as appropriate; these faculty members do not need to be EDC members, although that is preferred.

The committee shall establish a schedule so that it meets no fewer than 4 times per academic year and preferably 8 times per academic year. In addition, the committee shall develop and maintain working relations with university committees and administrators that share its focus of attention. The committee shall develop internal operating procedures that govern its formal and informal conduct of committee business and shall review and update (as needed) these procedures annually. These procedures shall take into account all of the specifications in the Constitution of the University of Colorado Denver Faculty and the Bylaws of the Faculty Assembly relevant to the considerations and actions of the committee.

EDC Scope and Goals

- Develop annual goals, review and revise past goals, and discuss, develop, and implement long-term goals; all goals should guide and rationalize the committee’s purposes as specified in the Bylaws of the Faculty Assembly.
- Recommend or develop policies, programs, or activities for Assembly and administrative bodies that help create and maintain a vibrant academic environment for faculty, staff, and students.
- Evaluate policies, activities, and programs that fall within the committee’s purview; these evaluative processes should be carried out collaboratively with academic-community bodies and members of the community potentially affected by such evaluations.
• Consult with other committees of Faculty Assembly on matters related to the committee’s purview, policies, and activities.
• Review and assure that policies and procedures related to the committee’s purview are fair and applied fairly to faculty.
• Help develop and monitor programs and policies that support the achievement of the committee’s goals.
• Help develop, enhance, and evaluate support networks and necessary services for faculty that affect the implementation and review of policies that fall within the committee’s purview.
• Assure that students and programs are well represented in campus policies on and procedures relative to the purview of the committee.

Related to the specifications in the Bylaws of the Faculty Assembly, EDC focuses on and advocates for issues of concern to underrepresented racial-ethnic faculty as specified in the Constitution of the University of Colorado Denver Faculty and the Bylaws of the Faculty Assembly. To further its goals, the committee shall:

• Invite the Associate Vice Chancellor (AVC) of Diversity and Inclusion to attend at least 1 meeting each year and work collaboratively with the AVC on diversity matters that affect faculty and the university.
• Invite legal counsel to attend meetings that require legal review of the issues involved and work collaboratively with legal counsel to ensure the best outcomes for faculty and the university; invite other administrators from time to time who may provide assistance to the committee in areas of mutual concern.
• Develop, maintain, and enhance networking opportunities for underrepresented racial-ethnic faculty.
• Assess bias in campus policies and procedures. Conduct “environmental scans” to determine needs of or possibilities for underrepresented racial-ethnic faculty.
• Review, critique, and make suggestions for improvements in university policies and procedures that affect faculty, staff, educational programs, policies, and students.
• Review university services for underrepresented racial-ethnic faculty.