

Faculty Assembly Ethnic Diversity Committee  
Meeting  
March 14, 2018, 10:00-11:00 a.m.  
Room: LSC 620

Minutes

Present: Carlos, Farah, Donna, Andrea, Thomas

- Reviewed information from EPCC DACA resolution.
  - o Help is needed for all students, but DACA students face many different challenges that could deserve prioritization or emergency funds as discussed by the committee.
  - o Resource distribution is a central issue.
  - o Less talk, more action is needed.
  - o Offer DACA students different options and sponsor different positions such as work-study opportunities.
  - o A main goal is to also impact DACA graduation rates in the long run. The committee discussed that 10% graduation rate is too low. More support is needed for our highly stressed students due to the Executive Action that put them in limbo.
  - o Is the University committing to our DACA students the same way they are committing to the University.
- Drafted DACA financial support resolution together with committee members with our input and ideas.
  - o Document/statement created during the meeting.
  - o Approval vote taken. All in favor of the resolution. Absent members voted via email.
- Adjourn

Next meeting April 10, 2018 at 10:00 a.m. in Room LW 620

FA-EDC Meeting #4  
April 11, 2018  
10-11:00 a.m.  
LW 1148

Attendance: Thomas, Ji, Farah, Carlos, Gabriel, Pamela.

1. Check-in
  - a. Farah is exiting the committee, since she is taking retirement for health-related reasons.
  - b. Reviewed details on DACA documents and provisions including FA draft resolution and funding sources in the school.
  - c. Funds from CU Foundation? Where are the funds?
  - d. Frustration by all members with DACA debate and issues and the plight of our, DACA students, current racial climate, racial incidents on campus were vented.
2. Report of the EDC activities 2017-18 for Peter Anthamattan
3. Election of Chair
  - a. Donna and Andrea were asked for the Chair position and declined.
  - b. Thomas volunteered. Motion approved unanimously by Farah, Carlos, Ji, Gabriel, and Pamela.
  - c. Thomas Beck elected to be our chair from this point forward.
  - d. Separate meeting between Thomas (new Chair), Farah (former Chair) and Carlos (current committee secretary) will be scheduled for the Chair transition and brainstorming of new ideas.
4. Projects for next year?
  - a. Monitor DACA resolution.
  - b. Email asking for ideas will be sent to committee members.
5. Old Business
  - a. CLAS on EDC membership
  - b. Approval of EDC DACA Resolution
6. Adjourn
7. Next Meeting?
  - a. August meeting: Please submit your schedules for fall and spring 2018-19, to help in setting up a schedule that works for everyone.

Minutes submitted by Carlos Reali.

## **Agenda**

Ethnic Diversity Committee Meeting

September 13, 2018

Auraria Library, Rm. 118-M

### **1. Introductions**

### **2. DACA and Undocumented Students**

- a. \$30,000 promised for Undocumented Student support by President Benson – CU Foundation is presently search for these funds.
- b. Outreach to Abenicio Rael, Latinx Student Services director, in order to have a DACA student update.

### **3. Faculty Assembly update**

- a. The Board of Regents is soliciting nominations for a faculty representative on each campus to serve on the Presidential Search Committee.
- b. Faculty Assembly recommendations to the Faculty Council about the upcoming search for President Benson's replacement.
- c. Article V - Faculty Assembly recommendations regarding the "external impact" criterion for promotion to tenure via excellence in teaching.

### **4. New plans/tasks for the committee.**

### **5. Other**



To: Joanne Addison, Chair, CU Faculty Council  
University of Colorado Faculty Council, Executive Committee  
From: CU Denver Faculty Assembly  
Re: Article V Revisions: Policy 5.D.2, Standards for Tenure  
Date: 2018 September nn

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Dear Joanne Addison and Members of the CU Faculty Council Executive Committee:

At the Faculty Council Executive Committee meeting on August 30, 2018, the committee discussed one of the key on-going discussions about the proposed revisions to Article V of the University of Colorado Regent's Laws and Policies. The key issue was the inclusion of the language, under policy **5.D.2, Standards for Tenure**, specifying that "*recommendation of tenure based on excellence in teaching or scholarly/creative work shall include evidence of impact beyond the institution, as determined in the primary unit criteria.*"

After informing the Faculty Assembly about this matter prior to the meeting, the Assembly discussed this matter at its September 04 meeting, at which 29 representatives of the CU Denver community attended. After discussion, the Faculty Assembly voted (**23-0-4**; in favor-opposed-abstained) to support statements similar to those articulated last year in memoranda following intense discussions among faculty representatives.

The Faculty Assembly recommends that the language in these lines be amended to omit the words "*teaching or*":

494 *A recommendation of tenure based on excellence in teaching or scholarly/creative*  
495 *work shall include evidence of impact beyond the institution, as determined in the*  
496 *primary unit criteria.*

The revised statement would therefore read:

494 *A recommendation of tenure based on excellence in scholarly/creative*  
495 *work shall include evidence of impact beyond the institution, as determined in the*  
496 *primary unit criteria.*

The rationale for this argument includes the following ideas.

- (1) While language is included to suggest that the primary units retain control over tenure deliberations and may interpret the meaning of this article, inclusion of the statement constrains erodes the power by guiding how they may interpret "excellence in teaching." Removing this language from the articles would preserve the right of the campuses and its units to build the criteria for teaching most appropriate to the culture and practice of individual institutions and fields.

(2) This will have a much greater impact on some units than others, which may result in profound and significant changes in the nature of tenure in some units, and almost none in others. Scholarly teaching merit is conceived and structured in many disciplines in such a way that inclusion of this statement would essentially rule out the possibility of tenure through excellence in teaching for many of CU Denver's faculty.

(3) The current tenure process does not appear to be flawed with respect to its evaluation of teaching. No evidence has been provided to suggest that lacking the requirement of demonstrating external impact in order to achieve excellence in teaching has resulted in poor tenure decisions.

(4) Additionally, we believe inclusion of the word "teaching" in this statement contradicts a key and foundational message of the university: that providing an outstanding educational experience for its own students is critical to its mission. Inclusion of this statement enables faculty who serve as truly outstanding educators *for CU students* to be denied tenure if they are not able to demonstrate impact beyond the institution.

(5) Inclusion of this statement may similarly enable faculty who *do not* serve as high quality educators for CU students to be awarded tenure if they demonstrate impact on teaching beyond the institution through, for example, scholarly research on pedagogy or authorship of textbooks.

Sincerely,

A handwritten signature in blue ink that reads "Peter Anthamatten". The signature is written in a cursive style with a large initial "P".

**Peter Anthamatten**, Chair, Representative of CU Denver Faculty Assembly



## Faculty Assembly

UNIVERSITY OF COLORADO **DENVER**

To: Joanne Addison, Chair, CU Faculty Council  
University of Colorado Faculty Council, Executive Committee  
From: CU Denver Faculty Assembly  
Re: Search for CU President  
Date: 2018 September nn

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Dear Joanne Addison and Members of the CU Faculty Council Executive Committee:

Thank you for your time and effort on behalf of CU's shared governance initiatives.

Last spring, the CU community learned that President Bruce Benson announced his retirement from position as President of the University and that, starting in 2019, another individual will fill that role. At an ad-hoc Faculty Council Executive Committee meeting on August 14, 2018, Joanne Addison, Chair of the Faculty Council, requested that the chairs of the respective CU campus Faculty Assemblies solicit feedback from their membership about the following questions: *What are the leadership/professional attributes you believe our next president should possess? And, what system-level and campus-level issues should the incoming president be capable of addressing?*

I sent an e-mail to the CU Denver Faculty Assembly membership on August 27 requesting that they consider these questions for discussion at the September 04 CU Denver Faculty Assembly meeting, at which 29 representatives of the CU Denver community attended.

Through discussion, the Faculty Assembly wishes to convey the following response to the questions posed.

1. As we all know, funding for higher education is a critical issue in Colorado that requires overcoming difficult political and social challenges. The CU Denver Faculty Assembly wishes to see a **president who possess the ability to work with the state legislature and other relevant bodies to secure financial growth and security for the University.**
2. CU Denver is behind the other three campuses in its efforts and successes in fundraising. The CU Denver Faculty Assembly believes that improved fund-raising for our campus offers important potential for growth that is far from fully tapped. The Faculty Assembly would like the new president to possess the desire and ability to grow these efforts. We would like to encourage the Regents to select a candidate who **understands the mission and context of the CU Denver campus and who demonstrates an ability and willingness to work with the particular and specific needs of the campus.**

3. We would like to encourage the Regents to seek a presidential candidate who is **firmly committed to excellence in both scholarship and teaching.**

4. The CU Denver Faculty Assembly believes that the faculty of the university are the engine of the university and comprise key members of its community who perform the core work of the university mission. As such, the faculty are in an excellent position to participate in university governance. The members of the assembly would like for the incoming president to demonstrate **dedication to the principles of shared faculty governance and a respect for the roles attributed to university faculty in the decision-making and policy-setting process**, as is explicitly articulated in the Articles of the University.

5. Policy 10B of the University describes diversity as “a natural and enriching hallmark of life. A climate of healthy diversity is one in which people value a rich panoply of diverse ideas, perspectives and backgrounds, individual and group differences, and communicate openly.” The CU Denver Faculty Assembly affirms the importance of this statement and encourages the Regents to seek a candidate for the President’s office who **uncompromisingly supports the importance of the core value of supporting diversity on our campus.**

We are pleased to hear that the Faculty Council is representing the faculty and its interest in the search for a new University president, and we strongly believe that University faculty should have a powerful voice in the deliberations about this important position in university leadership.

Sincerely,

A handwritten signature in blue ink that reads "Peter Anthamatten". The signature is written in a cursive style with a large initial "P".

**Peter Anthamatten**, Chair, Representative of CU Denver Faculty Assembly