



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 17

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**.

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.

(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 and 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 their 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 cursive script that reads "Peter Anthamatten".

Peter Anthamatten, Chair, Representative of CU Denver Faculty Assembly