

**Boulder Faculty Assembly
Diversity Committee**

**Report of Activities
Academic Year 2017-18**

Andrea Feldman, Chair

May 1, 2018

The nine members of the Boulder Faculty Assembly Diversity Committee met seven times in AY 2017-18 (three times in Fall and four times in Spring), supplemented by extensive email discussions.

During Fall 2017, we reviewed and discussed the **faculty data** collected in prior years. We met with Director of Institutional Research Robert Stubbs with the intention of presenting the data (once it is no longer in Beta version) to the excom and to the general assembly. We are still awaiting those efforts.

In Spring 2018 the committee wrote three resolutions: the first was a DACA resolution, which endorsed the spirit of the Arts and Science Council resolution and added the BFA's commitment. This resolution passed unanimously and was widely disseminated on the CU website and CU Boulder Today: <https://www.colorado.edu/today/2018/02/16/cu-boulder-faculty-groups-express-support-daca-students>

A second resolution on a Self-Sufficiency Wage for Graduate Student Workers was introduced and passed by the General Assembly. This resolution was recognized by the CU Boulder Committee on Rights and Compensation and by Graduate School Dean Anne Schmiesing. We consulted with UGGS and the CRC throughout the process of drafting and discussing this resolution.

A third resolution on Removing Biased FCQ Measures of Teaching for in Promotion, Tenure, Reappointment, and Merit was drafted, discussed, and researched. Both Noah Finkelstein and Andrew Martin came to Executive Committee meetings and consulted with our committee regarding our data and findings. We also discussed the motion at the General Assembly. The resolution passed at the May 3 Assembly Meeting.

At the request of the Chancellor's Accessibility Committee, we endorsed a hospitality suite during finals week for faculty who worked with disability services students this year. Throughout the academic year we publicized and promoted inclusive pedagogy events.

We also discussed possible agenda items for next year including:

- the upcoming Regent Law change / creation of Article 1D and 1E on freedom of expression by faculty, staff, and students and the use of university space
- recruiting and admission policies for diverse students
- research into who all the different groups and subgroups on campus are that engage in diversity+ related work
- report on diversity data distributed by Institutional Research

Attachments

DACA resolution

Grad Student Self-Sufficiency Wage resolution

FCQ Resolution

Committee Members

Andrea Feldman (Chair) Senior Instructor, PWR

Clint Carroll, Assistant Professor, Ethnic Studies

Priscilla Craven, Senior Instructor, French and Italian

Sam Flaxman, Associate Professor Ecology and Evolutionary Biology

Abby Hickcox, Senior Instructor, Honors

Kevin Mahan, Associate Professor, Geology

Deb Palmer, Professor, Education

Jamie Skerski, Instructor, Communication

Zhiyong Jason Ren, Professor, Environmental Engineering