

Feb 4, 2025

FA Resolution:

Affirming Article 5 Rights of Faculty and Requesting Administrative Overreach Be Addressed Forthwith

Whereas, the principle of *shared governance* between faculty and administration is the cornerstone and foundation of decision-making at the University of Colorado Denver. That principle is clearly articulated in Article 5 of Regents' Law ([Article 5.A.1](#)), as follows: "faculty...have the *principal* responsibility for decisions concerning pedagogy, curriculum, research, scholarly or creative work, academic ethics, and recommendations on the selection and evaluation of faculty. The development of general academic policies shall be a *collaborative effort* between the faculty and administration... In every case, the faculty and the administration participate in the governance and operation of the university...".

Whereas, faculty are *concerned* by a growing series of apparent violations of Article 5 in recent years, alarming trends that we view as having disempowered faculty, undermining their ability to work and advocate for students, colleagues, and the general welfare of the university, and to participate in changes in the university that impact faculty roles, rights, and responsibilities. Among others, faculty have observed the following trends with growing discontent and unease:

- Reassignment of faculty roles, functions, and responsibilities to central administrative personnel, units and offices, including to external administrators newly hired from elsewhere who have little experience at CU Denver or knowledge about our campus,
- Administrative agenda-setting and decision-making around Article V matters without adequate representation of and consultation with faculty governance organizations and their identified representative and experts,
- Micromanagement, interference, and redirection of the work of faculty on pedagogy, academic policy protocols, and evaluations, among other domains, without faculty consultation or attention to faculty feedback,
- Administrative interference with roles, employment contracts, decisions, and responsibilities of faculty performing administrative work,
- Tokenization of shared governance, for example via listening sessions or engaging faculty to conduct research and write long reports, with subsequent decisions made and actions taken by administrators without faculty present and often with little regard to their findings and recommendations,
- Hand-picking preferred faculty members as representatives for committee assignments, seemingly to avoid engagement with formal faculty governance bodies and their elected representatives,
- Demands for expediency that short-circuit or prohibit necessary faculty governance input.

FA requests *a review*, to begin as soon as possible, of all current and newly launched administrative and steering efforts that impact the rights of faculty, and, if warranted, a *reorganization* of such efforts based on the principles of *shared governance and transparency*. At every stage, this review should be conducted collaboratively with faculty governance organizations on campus, including FA, UCDAI, and the school/college faculty governance bodies as directed by Regent Law. We request that the review specifically includes but not be limited to recent efforts directed toward: restructuring protocols and funding for faculty research at CU Denver, DEI in the classroom and beyond (including accessibility) as well as in research settings, faculty and student microcredentialing, Graduate School restructuring, and various centers engaged in faculty training and professional development such as TIPS, CFDA and the CETL.

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