



To: CU Anschutz Faculty

From: Ryan Davis, Associate Vice Chancellor, Budget, Planning, and Campus Strategy
Melissa DeSantis, Director, Strauss Health Sciences Library; Faculty P&T Task Force Co-Chair
Jill Taylor, Associate Vice Chancellor for Academic Affairs; Faculty P&T Task Force Co-Chair

Date: May 2, 2024

Re: Faculty Tenure and Promotion Task Force Recommendations

In spring 2021, Chancellor Elliman tasked the Office of Strategic Initiatives (OSI) with creating a strategic process to identify key priorities and initiatives for the campus over the next five years. A common theme that emerged was the need to invest in our people. Participants expressed the need to better recognize the varied contributions of faculty across the many dimensions of their work. A key recommendation was to evaluate campus promotion and tenure (P&T) processes to identify opportunities to reward achievements in areas such as diversity, equity and inclusion (DEI), community engagement, and innovation. A Faculty Promotion and Tenure Task Force was formed for this purpose.

The task force, with faculty representatives from each school, college, and the library, developed a [set of recommendations](#) to recognize a wider range of faculty activities in the P&T process, as well as broader recommendations to improve P&T processes and provide more support for faculty.

Task force members and campus leadership recognize that many of the recommendations speak to policies and processes that are the purview of the faculty – for example, expanding primary unit criteria, reconsidering definitions of scholarship, or revising statements about how work is valued. ***We encourage faculty to consider whether any of the recommendations are appropriate for their school or college while respecting the right of the faculty to make these determinations.***

Task force recommendations that require action or support at the campus level (e.g., conducting a review of data collection and reporting practices related to faculty career progression, recruitment, and retention; creating a central entity to provide faculty development) are being evaluated by campus leadership. We will continue to explore opportunities to provide additional support for faculty in collaboration with the schools and college on campus.

We appreciate the work of the Faculty Promotion and Tenure Task Force and its dedication to ensuring CU Anschutz recognizes and values the many important and evolving contributions of its faculty.