



Faculty Assembly  
UNIVERSITY OF COLORADO DENVER

Date: February 17, 2024

To: Constancia Nakuma, Provost and Turan Kayaoglu, AVCFA

CC: Michelle Marks, Chancellor; Chris Pucket, University Counsel; Jennifer Husum, Office of Equity

From: FA Executive Committee

Re: Office of Equity Letters to Faculty about FCQ Comments

Dear Provost Nakuma and AVC Kayaoglu,

Thank you very much for your work with Faculty Assembly (FA) over the past year to address our concerns about Faculty Course Questionnaires (FCQs). We are grateful for your agreement to include a notification banner about the possibility of personal data deidentification for students on the FCQ, as well as for your generous support for the summer Working Group that will be developing recommendations for a broad FCQ revision aimed at addressing systematic bias and other well-known problems with such evaluative tools (we're working on details around the set-up currently).

We write to you today to request your support for a related FCQ intervention. As FA Chair Sasha Breger Bush explained recently in discussions with AVC Kayaoglu, University Counsel Puckett, and Chancellor Marks (meetings and emails during week of 2/12, records on file with FA at your request), there is some recent evidence that the Office of Equity's current practice of issuing punitive letters to faculty on the basis of anonymous student comments on the FCQ may be ongoing in breach of relevant laws/policies.

The faculty understand that a complex issue like this one takes some time to untangle and address and we look forward to hearing about updates and progress as the discovery and discussion process unfolds. FA understands that the matter is now being considered concurrently by CU Denver University Counsel, CU Denver Office of Equity, and by the CU System Title IX and Compliance Office.

However, given that the letter-writing practice is currently in question and actively under discussion, we respectfully request that CU Denver **immediately cease the collection of qualitative FCQ comments** pending the outcome of this multi-tiered review. We cannot risk continuing to violate faculty rights, nor can we in good faith continue to subject faculty to the negative mental health and emotional impacts of the letters. Out of an abundance of caution, we feel very strongly that this step is both prudent and necessary, as it would ensure that no new

letters are issued to faculty by the Office of Equity until all parties are satisfied that the practice comports with relevant law and policy.

Thank you for your consideration and continued partnership on this critically important issue for the faculty. Your ongoing support for us on FCQ-related matters is much appreciated.

Sincerely,

Sasha Breger Bush, PhD

Associate Professor, Department of Political Science

Chair, CU Denver Faculty Assembly

(Approved by the CU Denver Faculty Assembly Executive Committee on February 21, 2024)