



Faculty Assembly
UNIVERSITY OF COLORADO **DENVER**

March 6, 2024

To: Constancio Nakuma, Provost

From: Faculty Assembly Executive Committee

CC: Michelle Marks, Chancellor

Re: Faculty Assembly Censure Proceedings

Dear Provost Nakuma,

I write to you today to share the outcome of Faculty Assembly's deliberations regarding the motion to initiate censure proceedings. Upon introduction of the motion, Faculty Assembly (FA) thoughtfully deliberated the issues outlined therein and voted to move the censure process forward. We notified and engaged with you, and following your responses, FA voted in October 2023 to table the vote until February. We took the matter up at our February meeting, ran out of time, and concluded our unfinished business yesterday at our March meeting.

Because of this censure process some progress has been made on the important issues and concerns raised by FA. We are encouraged by movement towards collaboration and partnership with the Administration motivated by the censure.

However, there are critical issues that remain either unaddressed or are in early planning stages and results have yet to be seen. These outstanding issues include, but are not limited to, a series of issues surrounding graduate programming, the pervasive culture of fear and retaliation on campus, transparency and accountability around 3rd party consultant reports, understaffing and staff retention in critical units and offices, frequent attempts to "skip over" shared governance when making major decisions, and the practice of data-mining FCQs and weaponizing that data against faculty, among other pressing issues the faculty have raised for the Administration.

Further, FA has received significant feedback from faculty across campus that you alone are not responsible for the issues raised, as well as calls for the scope of the censure to be expanded to include other members of the upper administration, with Chancellor Marks most frequently named to FA in this context. We take the outstanding concerns being voiced by faculty quite seriously.

For these reasons, voting on the original censure motion would have been inappropriate and possibly ineffective. FA decided to withdraw the original motion in the hope of allowing Faculty and Administration additional time to work together to resolve issues, but also to seriously consider broadening the scope of the original censure should meaningful progress not be forthcoming.

Thank you for working with us so closely in recent months, your support for shared governance, and your continued attention to the critical issues faculty have brought to your and the Administration's attention.

Sincerely,

The University of Colorado Denver Faculty Assembly Executive Committee