



September 27, 2018

Dear CU Presidential Search Member Selection Committee,

We, the CU Faculty Council Ethnic and Minority Affairs Committee (EMAC), are writing to encourage the Regents to consider the importance of including one of CU's Chief Diversity Officers (CDOs) on the Presidential Search Committee in order to practice Regent Law Article 10: Nondiscrimination. The CU system has committed itself to diversity and each CU campus has incorporated inclusivity and diversity in its strategic plan in some form. Including a CDO on the Presidential Search Committee would help ensure that this commitment to diversity and inclusion be communicated to candidates as well as the larger CU Community.

We have contacted the CDO of each campus-- Dr. Brenda J. Allen, Dr. Robert Boswell, and Dr. Andrea Herreras, and two have indicated a strong interest and willingness to serve. Their names are Dr. Brenda J. Allen, Vice Chancellor for Diversity and Inclusion on the Downtown and Anschutz Medical Campuses and Dr. Erin Marie Furtak, Associate Dean of Faculty in the School of Education on the CU Boulder Campus (put forth by Dr. Boswell and his office).

CU's CDOs bring a tremendous body of research and expertise in diversity and inclusivity in higher education, and as such can help ensure that our Presidential search is not only equitable, but also that the candidates selected can demonstrate their commitment to diversity and inclusion. We respectfully ask that the leadership at CU show us that they are also committed to this work with the inclusion of a CDO on the Presidential Search Committee.

In addition, we ask that Board of Regents' make the inclusion of a CDO from one of the 4 CU campuses on the Presidential Search Committee a standard procedure, per the Board of Regents Policy 3E: Searches for Administrators and Guidelines for the Appointment of Chief Officers of the University, section 1:b ¹

Sincerely,

The Ethnic and Minority Affairs Committee for Faculty Council

Tina Moser, Co-Chair	CU Anschutz
Lindsay Roberts, Co-Chair	CU Boulder
Debbie Carter, Secretary	CU Anschutz
Damian Doyle	CU Boulder
Mark Knowles	CU Boulder
Cerian Gibbes	CU Colorado Springs
Kathy Prue-Owens	CU Colorado Springs
Lei "Frank" Zhang	CU Colorado Springs
Cheryl Matias	CU Denver
Naomi Nishi	CU Denver

¹Board of Regents Policy 3E: Searches for Administrators and Guidelines for the Appointment of Chief Officers of the University
<https://www.cu.edu/regents/policy-3e-searches-administrators-and-guidelines-appointment-chief-officers-university>