MICHELE S. MOSES

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EDUCATION

Degrees

Ph.D. Educational Foundations, Policy and Practice, The University of Colorado, Boulder, CO.

M.A. Philosophy, The University of Colorado, Boulder, CO.

M.Ed. Higher Education and Student Affairs, The University of Vermont, Burlington, VT.

B.A. Latin American Studies, French minor, The University of Virginia, Charlottesville, VA.

Languages

English, Spanish, French, and Portuguese

AREAS OF SPECIALIZATION

Philosophy of Education Education Policy Studies Higher Education Democratic Theory Ethics and Education

PROFESSIONAL EXPERIENCE

University of Colorado Boulder

Professor, Educational Foundations, Policy and Practice, School of Education. 2011-present. Served as Associate Dean, 2011-2018.

Faculty Director, Professional Master's in Higher Education, School of Education. 2016-present.

Associate Professor, Educational Foundations, Policy and Practice, School of Education, University of Colorado. Served as Program Chair and Lead Faculty Mentor, 2005-2011.

Faculty Fellow, Center for Values and Social Policy, Department of Philosophy, University of Colorado. 2015-present.

Faculty Affiliate, Department of Ethnic Studies and Program in Women's and Gender Studies, University of Colorado. 2013-present.

Fellow, National Education Policy Center, University of Colorado. 2011-present.

Arizona State University

Assistant Professor, Division of Educational Leadership and Policy Studies, College of Education, Arizona State University. Awarded tenure in 2005. 2000-2005.

Higher Education and Student Affairs

Associate Vice Provost for Faculty Affairs, Academic Affairs, University of Colorado. 2018-present.

Associate Dean for Graduate Studies, School of Education, University of Colorado. 2011-2018.

Policy Analyst, Academic Affairs, Colorado Commission on Higher Education. 1997-1998.

Multicultural and Leadership Education Coordinator and Hall Director, Office of Residential Life and Campus Activities; Co-Advisor, Movimiento Estudiantil Chicano de Aztlán (MEChA), Colorado College, Colorado Springs, CO. 1992-1994.

HONORS

Awards

The Hazel Barnes Prize. "Most prestigious single faculty award...to recognize the enriching interrelationship between teaching and research." University of Colorado Boulder. 2016-2017.

American Educational Research Association Fellow. Selected 2015.

The Best Should Teach Gold Award for Excellence in Teaching and Academic Leadership. University of Colorado. 2013.

Provost's Faculty Achievement Award. University of Colorado. 2011.

Outstanding Faculty Graduate Advising Award, The Graduate School, University of Colorado. 2011.

Early Career Award, American Educational Research Association. 2009.

Outstanding Publication, Division J of the American Educational Research Association for the coedited (with Patricia Marin) volume of *Educational Researcher*, Moving Beyond *Gratz* and *Grutter*: The Next Generation of Research. 2007.

Early Career Contribution Award, Committee on Scholars of Color in Education, American Educational Research Association. 2007.

Outstanding Reviewer, awarded by the American Educational Research Association for contribution to *Review of Research in Education*. 2007.

Exemplary Teacher-Scholar, Arizona State University. Awarded by the president of ASU to recognize "rising stars" among newly tenured faculty, 2005. http://www.asu.edu/news/faculty_students/risingstars_070805.htm

Research Grants

projects, totaling \$50,000, 2006-2014:

Co-Principal Investigator (with Karen Ramirez and Manuela Sifuentes), "Community-Building Facilitated Dialogues with Boulder Manufactured Home Communities." University of Colorado Outreach and Engagement Grant of \$24,000. 2018-2019.

Co-Principal Investigator (with Terri Wilson), "Public Goods and Individual Rights: Deliberative Dialogues about Opting-Out of State Assessments." Spencer Foundation Research Grant of \$50,000, 2017-2018.

Co-Principal Investigator (with Terri Wilson and Karen Ramirez), "Community Dialogues about 'Opting Out' of State Assessments." University of Colorado Outreach and Engagement Grant of \$24,000. 2017-2018.

Co-Principal Investigator (with Terri Wilson), "Community Dialogues about Opting Out of State Assessments in Colorado." Women Investing in the School of Education Grant of \$8,000, 2017-2018.

Co-Principal Investigator (with Terri Wilson), "Refusing Public Education: Understanding Rights and Values in the Opt-Out Movement." Center for Ethics and Education/Spencer Foundation Research Grant of \$40,000, 2016-2017.

Co-Principal Investigator (with Terri Wilson), "Refusing State Assessments: Understanding Rights and Values in the Opt-Out Movement." Women Investing in the School of Education Grant of \$8,000, 2016-2017.

Principal Investigator, "Understanding How Educational Outreach Affects the Social Contexts and Aspirations of Low-Income Students." Spencer Foundation Research Grant of \$40,000, 2013-2014.

Principal Investigator, Internal University of Colorado Boulder Grant Funding Competitions:
• Scholars Fund Grant-Center to Advance Research & Teaching in Social Sciences, • Grant-in-Aid, • Individual Growth-LEAP Grants, • IMPART Awards, and • Outreach Grants, Internal Grants for five

- "Not the Whole Story: An Examination of the Media's Role in Politically Contested Policy"
- "Ballot Initiatives, Democratic Deliberation, and Education Policy;" "Deliberative Democracy in Action: Examining Dialogue on Education Policy"
- "Living with Moral Disagreement: The Enduring Controversy about Affirmative Action"
- "Moral Disagreement, Democratic Deliberation, and Race-Conscious Policy"
- "Understanding How Educational Outreach Affects the Social Contexts and Aspirations of Low-Income Students: A Study of the I Have A Dream Program."

Grantee, Fulbright Specialist Grant, Invited Scholar, Universidade Federal Rural do Rio de Janeiro, \$6,000, 2012.

Principal Investigator, "Post-Amendment 46 Study: How Coloradans Voted and Why." Public Interest Projects; Fulfilling the Dream Fund Research Grant of \$77,300, 2009-2010.

Principal Investigator, "Living with Moral Disagreement: The Enduring Controversy about Affirmative Action." Spencer Foundation Research Grant of \$40,000, 2008-2009.

Principal Investigator, "Education Policy, Moral Disagreement, and the Future of Race-Conscious Education Policy." Spencer Foundation Research Grant of \$35,000, 2003-2004.

Principal Investigator, "The Remedial Education Controversy." Spencer Foundation Research Grant of \$35,000, 2001-2002.

Fellowships and Scholarships

Fulbright New Century Scholar, Bureau of Cultural and Educational Affairs, United States Department of State and the Fulbright Foreign Scholarship Board. "Affirmative Action in Brazil and the United States: Understanding the Moral Foundations, Disagreements, and Imperatives," \$37,000, 2007-2008.

National Academy of Education/Spencer Postdoctoral Fellow, "Affirmative Action, Moral Disagreement, and Meaningful Educational Opportunity." \$50,000, 2004-2006.

Spencer Foundation Dissertation Fellow, \$20,000, 1998-1999.

Hispanic Scholarship Fund Scholarship recipient, 1997-1999.

American Association of Higher Education Hispanic Caucus Fellow, 1998.

American Educational Research Association/Spencer Pre-Dissertation Fellow, \$17,000, 1996-1997.

Title VII Bilingual Education Fellow, University of Colorado Boulder, 1994-1996.

National Hispanic Merit Scholar, 1986-1987.

PUBLICATIONS

Books

Moses, M. S. (2016). *Living with Moral Disagreement: The Enduring Controversy about Affirmative Action*. Chicago, IL: The University of Chicago Press. (Reviewed in *Education Review*, 2016: http://edrev.asu.edu/index.php/ER/article/view/2116).

Jenkins, L. D. & Moses, M. S.** (Eds.). (2014). *Affirmative Action Matters: Creating Opportunities for Students Around the World*. Routledge International Studies in Higher Education series. New York and London: Routledge. **Editors made equal contributions and are listed alphabetically. (Reviewed in *Comparative Education Review*, 2016: http://www.journals.uchicago.edu/doi/abs/10.1086/684858).

Moses, M. S. (2002). *Embracing Race: Why We Need Race-Conscious Education Policy*. Foreword by Gary Orfield. NY: Teachers College Press. (Reviewed in *Educational Researcher*, Nov. 2003). Winner of the 2004 Critics Choice Award, American Educational Studies Association.

Edited Volumes

Moses, M. S. (Ed.). (2015). Nonideal Theory and Philosophy of Education. *Educational Theory* 65(2).

Moses, M. S. (Ed.). (2015). *Philosophy of Education Yearbook 2014*. Urbana, IL: Philosophy of Education Society. http://ojs.ed.uiuc.edu/index.php/pes/issue/view/43

Moses, M. S. & Marin, P. (Eds.). (2006). Moving Beyond *Gratz* and *Grutter*: The Next Generation of Research. *Educational Researcher*, 35(1).

Winner of the 2007 Outstanding Publication Award, Division J, American Educational Research Association

Selected Refereed Articles

(*Note: The asterisk denotes graduate student co-author.)

Moses, M. S. and Wilson, T. S. (in press). Opting Out of Public Education: Public and Individual Goods in Tension. *Educational Theory*.

Moses, M. S., Maeda, D. J., & Paguyo, C. H. (2018). Racial Politics, Resentment, and Affirmative Action: Asian Americans as "Model" College Applicants. *The Journal of Higher Education*. DOI: 10.1080/00221546.2018.1441110.

Moses, M. S. (2018). Who Is this Research for? Troubling What Is 'Ethical' in Community Organization-Researcher Relationships. *Urban Education*. Symposium: The Ethical Stakes of Collaborative Community-Based Social Science Research, with Ronald Glass, Sheeva Sabati, Joyce E. King, Patricia Krueger-Henney, Jennifer Morton, & Troy Richardson.

Wilson, T. S., *Hastings, M. & Moses, M. S. (2017/2016). Opting Out as Democratic Engagement? The Public Dimensions and Challenges of Education Activism. *The Good Society: A Journal of Civic Studies*, 25(2-3): 231-255.

Moses, M. S., Saenz, L. P., & *Farley, A. N. (2015). The Central Role of Philosophy in a Study of Community Dialogues. *Studies in Philosophy & Education*, 34(2): 193-203. DOI: 10.1007/s11217-014-9416-5.

Jenkins, L. D. & Moses, M. S. (2014) Affirmative Action Initiatives Around the World. *International Higher Education*, 77 (Fall 2014): 5-6. http://ejournals.bc.edu/ojs/index.php/ihe/issue/view/615.

*Farley, A., *Gaertner, M., & Moses, M.S. (2013). Democracy under Fire: Voter Confusion in Colorado's Anti-Affirmative Action Initiative. *Harvard Educational Review*, 83(3): 432-462.

Moses, M. S. (2013). Responding to the World as It Is *and* as We Want It to Be. *Studies in Philosophy and Education*, *32*(6): 653-656.

*Jackson, D. D. & Moses, M. S. (2013). Understanding Public Perceptions of Affirmative Action. *Kansas Journal of Law and Public Policy*, 22 KANSAS J. OF L. & PUB. POL'Y 205.

Moses, M. S. & Saenz, L. P. (2012). When the Majority Rules: Ballot Initiatives, Race-Conscious Education Policy, and the Public Good. *Review of Research in Education*, *36*(1): 113-138: Education, Citizenship and the Public Good, edited by Kathryn Borman, Arnold Danzig, and David R. Garcia.

- *Davidson, K. L. & Moses, M. S. (2012). Speaking Across Difference in Community Dialogues on Affirmative Action Policy. *Equity and Excellence in Education*, 45(1): 217-236.
- Moses, M. S. (2011). Education-Policy-by-Ballot-Initiative: Considerations Related to Democracy and Justice. *Zeitschrift für Pädagogik*, *4*: 458-470.
- Moses, M. S. (2011). Race, Affirmative Action, and Equality of Educational Opportunity in a So-Called "Post-Racial" America. *Kansas Journal of Law and Public Policy*, *20*(3): 413-427. 20 Kan. J.L. & Pub. Pol'y 413.
- Moses, M. S. & *Farley, A. N. (2011). Are Ballot Initiatives a Good Way to Make Education Policy?: The Case of Affirmative Action. *Educational Studies*, *47*(3): 260-279.
- *Paguyo, C. & Moses, M. S. (2011). Debating Affirmative Action: Politics, Media, and Equal Opportunity in a "Post-Racial" America. *Peabody Journal of Education*, 85(5): 553-579. [Top 10, most downloaded *Peabody Journal of Education* articles from the years 2011 and 2012.]
- Moses, M. S. (2010). Moral and Instrumental Rationales for Affirmative Action in Five National Contexts. *Educational Researcher*, *39*(3): 211-228.
- Moses, M.S. (2010). By the People, For the People: Interrogating the Education-Policy-by-Ballot-Initiative Phenomenon. In Deborah Kerdeman (Ed.) *Philosophy of Education 2009*: 177-186. Urbana, IL: Philosophy of Education Society.
- *Saenz, L. P. & Moses, M. S. (2010). Deliberating About Affirmative Action: Linking Education Policy Research and the Media. *American Journal of Education 116*(2): 263-287.
- Moses, M. S., Yun, J. T., & Marin, P. (2009). Affirmative Action's Fate: Are 20 More Years Enough? *Education Policy Analysis Archives*, 17(17). http://epaa.asu.edu/ojs/article/view/22
- Moses, M. S. (2009). Remediation, Diversity, and Social Justice: Understanding the Differing Contexts and Justifications for Affirmative Action Around the World. *Proceedings of the Inequalities in Higher Education Research Conference*, Colloque International du RESUP.
- Moses, M. S. & *Saenz, L. P. (2008). Hijacking Education Policy Decisions: The Case of Affirmative Action. *Harvard Educational Review*, 78(2): 289-310.
- Moses, M. S. (2007). The Media as Educators, Educational Research, and Autonomous Deliberation. *The Peabody Journal of Education*, 82(1): 150-165.
- Moses, M. S. & *Nanna, M. J. (2007). The Testing Culture and the Persistence of High Stakes Testing Reforms. *Education and Culture*, *23*(1): 55-72.
- Moses, M. S. (2006). The Diversity Rationale: The Intellectual Roots of an Ideal. *Philosophy & Public Policy Quarterly*, 26(3/4): 27-31.
- Moses, M. S. (2006). Why the Affirmative Action Debate Persists: The Role of Moral Disagreement. *Educational Policy*, 20(4): 567-586.

- Moses, M. S. & Chang, M. J. (2006). Toward a Deeper Understanding of the Diversity Rationale. *Educational Researcher*, *35*(1): 6-11.
- Moses, M. S. & Marin, P. (2006). Informing the Debate Over Race-Conscious Policy. *Educational Researcher*, 35(1): 3-5.
- Moses, M. S. & *Gair, M. (2004). Toward a Critical Deliberative Strategy for Addressing Ideology in Educational Policy Processes. *Educational Studies*, *36*(3): 217-244.
- Moses, M. S. (2004). Contested Ideals: Understanding Moral Disagreements over Education Policy. *Journal of Social Philosophy, 35(4)*: 471-482. Selected to appear in Richard H. Lineback (Ed.) (2005). *The Philosopher's Index*, a publication of the Philosopher's Information Center. Bowling Green, OH. Translated into Portuguese as Ideais contestados: Entendendo as Divergências Morais sobre Política Educacional, (2006/2005), *Educação e Realidade, 30*(1): 7-22.
- Moses, M. S. (2004). Social Welfare, the Neo-conservative Turn, and Educational Opportunity. *Journal of Philosophy of Education*, *38*(2): 275-286.
- Moses, M. S. (2002). The Heart of the Matter: Philosophy and Educational Research. *Review of Research in Education*, 26: 1-21.
- Moses, M. S. (2001). Affirmative Action and the Creation of More Favorable Contexts of Choice. *American Educational Research Journal*, *38* (1): 3-36.
 - Reprinted in Caroline S. V. Turner, et al. (Eds.) (2002). *Racial and Ethnic Diversity in Higher Education*. ASHE Reader, California State University Press.
- Moses, M. S. (2001). Why Bilingual Education Policy Is Needed: A Philosophical Response to the Critics. *Bilingual Research Journal*, 24(4), Fall 2000: 333-354.
- Moses, M. S. (2001). The Relationship between Self-Determination, the Social Context of Choice, and Authenticity. In Lynda Stone (Ed.) *Philosophy of Education 2000*: 294-302. Urbana, IL: Philosophy of Education Society. Selected to appear in Richard H. Lineback (Ed.) (2001). *The Philosopher's Index*, a publication of the Philosopher's Information Center. Bowling Green, OH.

Selected Policy Briefs, Media, and Popular Press

- Moses, M. S., Paguyo, C. & Maeda, D. J. (2017). The missing elements in the debate about affirmative action and Asian-American students. *The Conversation*. August 6, 2017. https://theconversation.com/the-missing-elements-in-the-debate-about-affirmative-action-and-asian-american-students-82131
 - Reprinted by SciTech Connect, WN, and News Break App.
- Moses, M. S. & Jenkins, L. D. (2017). Affirmative Action Around the World. *The Conversation*. August 7, 2017. https://theconversation.com/affirmative-action-around-the-world-82190. Reprinted by The Associated Press.
- Scott, J., Moses, M. S., Finnigan, K. S., Trujillo, T. & Jackson, D. D. (2017). Law and Order in School and Society: How Discipline and Policies Harm Students of Color, and What We Can Do

about It. Policy Brief. National Education Policy Center. http://nepc.colorado.edu/publication/law-and-order. order.

Moses, M. S. (2016, June 27). Op-Ed in *Views*, *Fisher* and Democratic Dialogue. *Inside Higher Ed*. https://www.insidehighered.com/views/2016/06/27/fisher-case-affirmative-action-reflects-strength-our-democracy-essay.

Moses, M. S., Marin, P. & Yun, J. T. (2008, October 10). Ballot Initiatives that Oppose Affirmative Action Hurt All Students. *The Chronicle of Higher Education*.

Moses, M. S. & *Saenz, L. P. (2006, November 3). Op-Ed in *Views*, The Information Gap on Affirmative Action. *Inside Higher Ed*. http://www.insidehighered.com/views/2006/11/03/moses.

PRESENTATIONS/LECTURES

Selected Conference Papers

"Mentoring Researchers in Best Ethical Practices in Complex Times," paper presented at the American Educational Research Association Annual Meeting, New York, NY, April 2018.

"Comparative Perspectives on Opting Out of Public Education: Public and Individual Goods in Tension," paper with Terri S. Wilson presented at the *Educational Theory* Institute Public Conference, Urbana-Champaign, IL, September 2017.

"The Many Publics of Opt-Out," paper with Matthew Hastings and Terri S. Wilson presented at the American Educational Studies Association Conference, Seattle, WA, November 2016.

"Understanding the Complexities of Asian-American College Applicants, Discrimination, and Affirmative Action," paper with Christina Paguyo and Daryl Maeda presented at the Critical Race Studies in Education Association Conference, Denver, CO, June 2016.

"Reframing Choice and Aspiration: Bringing Philosophy to Bear on Concepts of Social Capital and Preferences," paper with *Kathryn Wiley presented at the American Educational Research Association Annual Meeting, Washington, DC, April 2016.

"Understanding democratic education policy queerly: Toward a queer democratic framework" paper with Bethy Leonardi presented at the American Educational Research Association Annual Meeting, Washington, DC, April 2016.

"Ethical Issues in Collaborative, Community Engaged Research." Urban Research Based Action Network/AERA meeting, Boston, MA, April/May 2015.

"Assessing Affirmative Action Programs on Six Continents," paper with Laura D. Jenkins, *Christina Paguyo, & *Laurel Wei in *Affirmative Action Around the World: Examining Brazilian, Chinese*,

French, South African, and U.S. Contexts, a Division J symposium presented at the American Educational Research Association Annual Meeting, San Francisco, CA, April 2013.

- "Responding to the World as It Is *and* as We Want It to Be: A Response to Meira Levinson's *No Citizen Left Behind*." Paper presented at the Philosophy of Education Society Annual Meeting, Portland, OR, March 2013.
- "Framing Affirmative Action: An Examination of Discourse within the Proposition 46 Campaign Networks," paper with *Chad Nash presented at the Association for the Study of Higher Education Conference, Charlotte, NC, November 2011.
- "Education beyond the Ivory Tower: Exploring what Media Teach about Affirmative Action and College Access," paper with *Christina Paguyo presented at the Association for the Study of Higher Education Conference, Charlotte, NC, November 2011.
- "Structured Dialogues as Deliberative Democratic Practice," paper presented at the American Educational Studies Association Conference, Denver, CO, October 2010.
- "Affirmative Action: Dismantling or Sustaining Civil Rights in a 'Post-Racial' America," paper with *Christina Paguyo presented at the American Educational Studies Association Conference, Denver, CO, October 2010.
- "A Post Amendment 46 Media Content Analysis," paper with *Christina Paguyo & *Darrell D. Jackson presented at the LatCrit XV Conference, Denver, CO, October 2010.
- "Post-Racial America' & Equal Educational Opportunity: Does Affirmative Action Matter?" Early Career Award lecture, American Educational Research Association Annual Meeting, Denver, May 2010.
- "Community Dialogue and Voter Views on Affirmative Action: Using Researcher Expertise for the Public Good," paper with *Amy N. Farley & *Lauren P. Saenz in *Affirmative Action at the Ballot Box: The Case of Colorado's Amendment 46*, a Division L symposium presented at the American Educational Research Association Annual Meeting, Denver, CO, May 2010.
- "An Analysis of Participant Roles in Community Dialogues on Affirmative Action," paper with *Kristen Davidson in *Affirmative Action at the Ballot Box: The Case of Colorado's Amendment 46*, a Division L symposium presented at the American Educational Research Association Annual Meeting, Denver, CO, May 2010.
- "Quantifying Influences in the Defeat of Colorado's Amendment 46," paper with *Amy N. Farley & *Matthew N. Gaertner in *Affirmative Action at the Ballot Box: The Case of Colorado's Amendment 46*, a Division L symposium presented at the American Educational Research Association Annual Meeting, Denver, CO, May 2010.
- "Post-Amendment 46 Media Framing: Friend or Foe to Affirmative Action?," paper with *Christina N. Paguyo & *Darrell D. Jackson in *Affirmative Action at the Ballot Box: The Case of Colorado's Amendment 46*, a Division L symposium presented at the American Educational Research Association Annual Meeting, Denver, CO, May 2010.

Selected Invited Papers and Presentations

- "Opting Out of State Assessments and the Purposes of Public Education," Presidential Session, coorganized and co-presented with Terri Wilson. American Educational Research Association Annual Meeting, New York, April 2018.
- "Response to Critics." Author Meet Critics Session: *Living with Moral Disagreement*. Philosophy of Education Society Annual Meeting, Chicago, IL, March 2018.
- "All Views Are Not Created Equal: Diversity, Disagreement, and the Politics of Being Reasonable in Education Settings." Brodie Family Lecture. Bowdoin College, Brunswick, ME, November 2017.
- "Reasonable Disagreement on Campus." Keynote Address, Boulder Faculty Assembly Awards, University of Colorado, Boulder, CO, April 2017.
- "The Enduring Moral Disagreement about Affirmative Action." Keynote Presentation for the Affirmative Action Council. American Educational Research Association Annual Meeting, Washington, DC, April 2016.
- "This is What Democracy Looks Like." Presidential Session, co-organized and co-presented with Terri Wilson. American Educational Research Association Annual Meeting, Washington, DC, April 2016.
- "The Relationship between Educational Opportunity and Health." Chief Diversity Officers for Colorado Think Tank. University of Colorado Denver/Anschutz Campus, Denver, CO, May 2015.
- "Can Public Dialogue Temper Moral Disagreements about Race-Conscious Education Policy?" paper presented at the Philosophy and Education Colloquium, Teachers College, Columbia University, New York, NY, October 2014.
- "Higher Education in the Obama Administration: What We Need for Equality of Educational Opportunity." Panelist, *Beyond the First 90 Days: Research-Based Recommendations to the Obama Administration for Access and Equity in Higher Education*, Division J Featured Invited Session, American Educational Research Association Annual Meeting, San Francisco, CA, April 2013.
- "Para Além da Raça e da Cegueira Racial? Oportunidades Raciais e Ação Afirmativa," paper presented at the Universidade Federal Rural do Rio de Janeiro, Rio de Janeiro, Brazil, March 2012.
- "Entendendo Justificativas Instrumentais e Morais para as Políticas de Ação Afirmativa," paper presented at the Universidade Federal Rural do Rio de Janeiro, Rio de Janeiro, Brazil, March 2012.
- "Raça, Classe e Oportunidades Educacionais no Brasil e nos Estados Unidos," paper presented at the Universidade Federal Rural do Rio de Janeiro, Rio de Janeiro, Brazil, March 2012.
- "Racism, 'Post-Racial' Politics, and the Achievement Gap," Panelist, Equity in Education RISE Symposium, University of Colorado Boulder, February 2011.
- "Ballot Initiatives and Equal Opportunity: Lessons from Colorado," Guest Lecturer, University of Utah, December 2010.