



Overview of Faculty Affairs' Diversity, Equity & Inclusion (DEI) Initiatives, 2005 - present

Circa 2005

Faculty Affairs manages diversity hiring & retention fund to:

- Provide summer/research funds as add-ons to offer packages
- Sponsor campus visits for potential diversity candidates
- Offer professional development funding to diversity candidates

2006-2009

- Faculty Affairs houses Faculty Diversity Fellows

2005-2018

- Faculty Affairs works on the annual campus' report to EEOC
- Institute improvements in promotion process for faculty members of protected classes

2008

- Faculty Affairs helps institutionalize the [Leadership Education for Advancement and Promotion \(LEAP\) program](#), which was originally a 2001 NSF-grant funded program

2010-present

- FRPA includes activity code 340 "Diversity Activities Related to Teaching"

2013-2014

- CU Boulder joins in a [collaborative partnership](#) with the University of California and the University of Michigan to offer postdoctoral fellowship opportunities, Faculty Affairs helps to develop the original Chancellor's Postdoctoral Fellowship program
- Faculty Affairs works with ODECE to improve the program structure
- Faculty Affairs develops the policy for the Strategic, Targeted, and Accelerated Recruitment (STAR) program

2016

- Under Faculty Affairs, the Faculty Teaching Excellence Program (FTEP) works with ODECE to develop programming on inclusive pedagogy
- Institutes implicit bias training for all VCAC members

2016-2019

- Faculty Affairs appoints two faculty fellows to work on data-driven initiatives around recruitment, retention, success of diverse faculty as well as diversity policies and programming

2017

- Faculty Affairs and LEAP co-sponsors a luncheon and planning session with the Ombuds Office to build the foundations of the Faculty of Color and Friends network

2017-present

- Under Faculty Affairs, LEAP provides annual Faculty Success Grants for faculty to participate in NCFDD's training program
- ARPAC revises its self-study question on diversity to include language and aspirations around inclusive excellence

2019

- Faculty Affairs collaborates with Faculty of Color & Friends group and ODECE to develop and organize Faculty Recognition event, honoring diverse faculty who have undergone significant career milestones
- Faculty Affairs organizes "Cultivating Inclusive Leadership" workshop event for campus leaders
- Under Faculty Affairs, ARPAC assists the campus' pilot deployment of culture surveys and incorporate findings into ARPAC processes

2019-present

- Faculty Affairs develops a [DEI email listserv](#), aimed at sharing and highlighting DEI resources, opportunities and events on campus

2020

- STAR program is sunsetted, Faculty Affairs collaborates with ODECE to develop, author, and implement the [Faculty Diversity Action Plan \(FDAP\)](#)
- Faculty Affairs leads the opening session at the Fall Diversity Summit
- Faculty Affairs creates a new interdepartmental faculty peer mentoring program, piloted in Fall 2020 with 18 mentor-mentee pairs
- Faculty Affairs launches the ["Thriving at CU"](#) series for new faculty, and covers themes around community, identities on campus, etc.
- Faculty Affairs partners with ODECE to continue CU Boulder's institutional membership with the National Center for Faculty Development and Diversity (NCFDD)
- Under Faculty Affairs, the annual Academic Leaders Mini-Conference focuses on ways to stand against racism, create systematic change, and create more inclusive units.
- Faculty Affairs launches the "Provost's JEDI Series" (Justice, Equity, Diversity, and Inclusion), facilitated by the [Academic Leaders Institute \(ALI\)](#)

2021

- A new Diversity Module will be included in [FRPA](#)

Ongoing

- Faculty Affairs provides DEI and anti-racism programming via the New Faculty Orientation, ALI, FLI, LEAP and regular training opportunities on Crucial Conversations