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University of Colorado **Denver**

Dear campus community,

These past two years, we've been collectively working across CU Denver to better support a culture of belonging for instructional, research, and clinical (IRC) faculty, including lecturers. Together, this group comprises nearly two-thirds of our faculty and contributes tremendously to CU Denver through their student engagement, scholarly expertise, and academic leadership.

I'm writing today to provide an update on our progress this past year toward our IRC commitments and to provide some context of how we got here.

This collective work has been built on cross-community dialogue and the work of an IRC Task Force, convened by Provost Constancio Nakuma, that delivered its recommendations in an [April 2022 report](#). CU Denver's senior leadership recognizes that supporting our incredible IRC faculty is simply the right thing, in recognition of the essential contributions they make to our mission, the 2030 Strategic Plan and, most importantly, the educational experience of our students. This is a commitment we continue to reaffirm here.

In October 2022, Provost Nakuma released [Working Together Towards a Culture of Belonging: Provost's 2022-2025 Roadmap Based on the Recommendations of the IRC Task Force](#). This roadmap elevated and transformed the recommendations into an institutional action plan to be implemented over a three-year period in collaboration with shared governance groups, Chancellor's Cabinet, and academic and administrative units.

Acting on our commitment to provide regular updates on our progress, today we provide this IRC Roadmap Year 1 Update, informing the CU Denver community about our work so far, along with IRC Roadmap Year 2 Priority Activities.

[Read the Update](#)

This work could not be done without collaboration and effort across CU Denver. In particular, I would like to thank the IRC Task Force, the IRC Roadmap Advisory Committee, the Center for Faculty Development & Advancement (CFDA), CU

Denver Human Resources, University of Colorado Denver Association of Lecturers and Instructors (UCDALI), and Faculty Assembly for their crucial roles in helping us understand and remedy issues at hand.

While the road ahead of us is long and will have some bumps, I trust in our collective will and creativity to move forward. Our progress last year gives me the best confidence about our future work.



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