University of Colorado
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Search Committee
Vice Provost and Associate Vice Chancellor for Faculty Affairs
University of Colorado Colorado Springs

Dear Members of the Search Committee,

It is with both excitement and a deep sense of purpose that I apply for the position of Vice Provost and Associate Vice Chancellor for Faculty Affairs at the University of Colorado Colorado Springs. As a longtime faculty member at CU Denver and former Chair of both the CU Denver Faculty Assembly and the CU System Faculty Council, I would be honored to lead the creation and implementation of the inaugural Office of Faculty Affairs at UCCS. This role aligns directly with the trajectory of my career—one committed to faculty development, shared governance, equity, and the belief that when we empower faculty, we elevate the institution as a whole.

Like many of our students, I am a first-generation college student. I had the privilege of watching my mother return to college as an adult to finish her nursing degree. Her decision changed not only her life, but the trajectory of my entire family: three of my siblings and two of my nieces have gone on to become nurses and now my own daughter is enrolled in a nursing program. My mother's story is a reminder that access to higher education can reverberate across generations and the work of faculty is central to expanding access in ways that foster this kind of generational change.

We are living through a time of profound disruption in higher education. The lingering effects of the COVID-19 pandemic, federal-level instability in education policy and funding, and the rapid rise of generative AI technologies have reshaped how we teach, conduct research, and interact with one another. Faculty are being asked to adapt rapidly while still producing scholarly work, serving their communities, and teaching. In the face of this uncertainty, institutions need leaders who understand both the challenges and the resilience of faculty life. I believe I am particularly well-prepared to help lead UCCS's faculty through this moment with clarity, transparency, and a collaborative spirit.

Over the past two decades, I have cultivated deep experience in every dimension of faculty life, from recruitment and mentoring to reappointment and promotion. At CU Denver, I have chaired and served on numerous tenure, promotion, and comprehensive review committees, led searches for both academic and administrative leadership positions, and most recently co-facilitated the Academic Program Viability and Curricular Innovation Working Group. My work in this group has focused on building transparent, data-informed processes for academic realignment—work that echoes the goals of the UCCS Office of Faculty Affairs. I also bring direct experience overseeing faculty development efforts through my time as a Faculty Fellow at the Center for

Faculty Development, Director of Composition, Director of the ESL Academy, my leadership of a Generative AI Working Group, and my current role on the AAC&U Institute on AI, Pedagogy, and the Curriculum team.

My system-level experience is equally relevant. As Chair of the CU Faculty Council, I collaborated with the Office of the President and the Board of Regents to lead shared governance efforts that impacted all four campuses. During my tenure, I managed eight standing committees, worked on budget and policy development, and helped facilitate important system-wide conversations on matters such as equity, faculty evaluation, and academic freedom. These experiences have prepared me well to lead collaborative governance efforts at UCCS—ensuring that the Office of Faculty Affairs is built with faculty voices at the center.

The foundation of my commitment to shared governance is rooted in lived experience and the leadership of a UCCS faculty member. When I joined the University of Colorado in 1995, I was met with a level of homophobia I had not anticipated. At the time, CU's nondiscrimination policy excluded sexual orientation, domestic partnerships were unrecognized, and the state had only recently passed Amendment 2—legislation that sanctioned discrimination against LGBTQ individuals. Amid this challenging landscape, I found my way to the CU System LGBTQ Committee, chaired by Professor John Miller of UCCS. John's mentorship was transformative. He modeled how to lead through periods of uncertainty and hostility—with persistence, strategy, and care. Together, through years of sustained advocacy, we helped achieve landmark changes: in 2001, CU added sexual orientation to its nondiscrimination policy, and in 2002, the university extended health insurance benefits to domestic partners. These experiences taught me that inclusive policy change requires both long-term vision and coalition-building—skills I have carried forward throughout my time at CU Denver.

Combined, my experiences have taught me three enduring lessons: first, that leadership in higher education must be both strategic and compassionate; second, that meaningful change often takes time and requires inclusive structures that amplify historically marginalized voices; and third, that shared governance—when practiced well—can be one of the most powerful forces for institutional transformation.

If given the opportunity to serve as Vice Provost and Associate Vice Chancellor for Faculty Affairs, I would draw on these lessons and on the full breadth of my academic, administrative, and advocacy experience. My vision for the Office of Faculty Affairs at UCCS is one rooted in care, collaboration, and transparency. I will work to ensure that all faculty—tenure-track, tenured, instructional, research, and clinical—have the support they need to thrive at every stage of their careers.

Thank you for considering my application. I would be honored to bring my skills, values, and commitment to faculty and, by extension, to students on the UCCS campus.

Sincerely,

Joanne Addison

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