NOTE: We will postpone the Research Showcase until next spring. We did not run the event in 2020, and last spring, we ran it virtually with only a few participants. No room was reserved for this spring, and the semester is marching on! Now that we have the staff to plan events like these, next year, we’ll give it the attention it deserves.

Attendees:

Voting Members: Steven Tragesser, Yang Wei, Jeremy Bono, Carole Traylor, Brandon Vogt, David Moon, Jeffrey Montez de Oca, Janel Owens, Margaret Harris, Leilani Feliciano, Jon Caudill, Diane Stutey, Kathrin Spendier, Michael Corl, Catherine Simmons, Amanda Elder, Katie Anderson-Pence, Sylvia Mendez, Jeffrey Ferguson, Rory Lewis

Non-Voting Members: Kylie Rossman, Constance Staley, Mary Rupp, Lauren Leigh, Jessica Kirby, Jon Capps-Dean, Wendi Clouse, Dorothea Olkowski, Andrea Williams, Alisha Meyer, Sam Adams, Colin McAllister, Michael Kisley, Amy Rodas, Henriikka Weir, Roger Martinez, Stephanie Stephen, Rosey Reidl Smith, Jose Mora, Kristina Ewald

• New Program: Master of Arts in Humanities and the Arts (HUM) (Dorothea Olkowski)
  [Proposal Attached]
  o On Campus/Online MA
  o 30 credit hour program

The GEC recommended approval of the new MA program (20 yes, 0 no, 0 abstain)

• Revision to degree program: MA in Psychology, Clinical Track (Leilani Feliciano)
  [Proposal Attached]
  o Adding a requirement of 2 semesters of PSY6740 (1.5 cr)
  o Overall credit increase from 44 credits to 47

The GEC recommended approval of the new MA program revision (19 yes, 0 no, 0 abstain)

• Holistic Graduate Admissions (Roger Martinez)
  o In a professional degree program (Jon Caudill)
    ▪ MCJ Program started in 2016 looking for ways to reduce barriers to admission
    ▪ Removed the need for standardized test score
    ▪ Flexible GPA requirements (Provisional Admission)
    ▪ Academic references are not required (Instead can use work references)
    ▪ Specific goal statement prompts
    ▪ Flexible undergraduate degree
    ▪ A drawback may be is that the program is taking a risk, so observing retention stats is important
  o In a PhD program (Leilani Feliciano)
    ▪ GRE scores made optional as a trial
      • Since 2020, have had more diverse students apply
- Personal statement is required
  - Aiming to make more specific prompts that would normally be asked in the interview
- Research or clinically relevant experiences are taken into account
- Looking at leadership because the program is mentored match
- Look at and value skills and certificates
- Additional languages aside from English

- Virtual Demonstration of Kira Talent holistic graduate admissions platform (Roger Martinez)
  - The platform is specifically designed for graduate admissions and allows directors/committees to do everything from one place.
  - Two Demo times are available:
    - March 14th (Monday) at 3pm
    - March 16th (Wednesday) at 3pm
  - Please RSVP by today (Friday March 11) to Kylie Rossman (krossman@uccs.edu) and Dr. Roger Martinez-Davila (rmartin8@uccs.edu) and we’ll provide the link to the day/time you choose.

Deans Report:
- Graduate Research Fellowships: Thanks to everyone for getting nominations in on time. There were 58 nominations. We expect to have 15-20 awards. The review team is working on ratings now and we expect to have an announcement of awardees on March 25.
- Graduate Student Survey – All meetings with Graduate School & Deans have been concluded.

Informational:
- Alisha Meyer is the new Graduate School Academic Services Assistant. She will be the first point of contact in the Grad School office for both current and prospective graduate students, as well as staff and faculty across campus.
- Lauren Leigh is the new Graduate School Student Support Specialist. She will be supporting both prospective and current graduate students through many different events, activities, and coordination with other units on campus.

Announcements:
- The Daniels Fund Ethics Collegiate Program (DFEI) at UCCS is seeking applications from fulltime faculty and staff to serve as a DFEI Fellow (Ethics Fellow) for the August 2022 to July 2023 school year from all Academic Disciplines.
  - More information in attached document
  - Applications are open until April 29
- Catalog closes today March 11 at 5pm. – All edits must be made by this time.
- Graduate School Tuition Matching Grant due to the Graduate School May 2 by 5pm.
- Out of State Scholarship due to the Graduate School May 13.
GEC Meetings for 2021-2022 all meetings are from 10:00-11:30

- Spring 2022 GEC Meetings
  - April 8, May 6 (one week early due to commencement)
MA IN HUM FULL PROPOSAL

Proposal:

Master of Arts in

On Campus/Online Humanities and the Arts (HUM)

Submitted by
Dorothea Olkowski, PhD, Faculty Director of the Humanities and the Arts Program
deolkowski@uccs.edu
April 24, 2020
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Master of Arts in

On Campus/Online Humanities and the Arts (HUM)

Submitted by
Dorothea Olkowski, PhD, Faculty Director of the Humanities and the Arts Program
deolkowsk@uccs.edu
Program Description

History and Current Status

The UCCS Interdisciplinary Undergraduate Humanities Program was begun 34 years ago with a grant from the National Endowment for the Humanities. The purpose of the program was to address the interdisciplinary nature of the contemporary knowledge by offering team taught courses with TT instructors from the four humanities disciplines: English, History, Languages and Cultures, and Philosophy. With the instantiation of Compass Curriculum, the Humanities Program doubled in size. We also added Visual and Performing Arts to the regular list of interdisciplinary courses. At present, the program also includes instructors from Biology and Sociology. All undergraduate Humanities courses are taught by faculty from two different disciplines. All of them meet the CC requirements for Writing Intensive Courses and many meet the requirements for Sustainability and/or Diversity.

The demand for a MA in Humanities and the Arts began at least ten years ago under the previous Director. Several meetings were held over several years to discuss proposals for the degree. The current Director wrote the Concept Paper in 2019. It was approved by the Interim Dean of LAS, Rex Welshon, the Dean’s Council and the Provost, Tom Christianson, in the fall of 2019.

The demand for the MA in Humanities and the Arts comes from many different quarters and the M.A. has been designed to meet multiple interests and demands. These interests and demands are described in the next section.

Student Demand and Workforce Demand

There is a strong need at UCCS for graduate level degrees across the Humanities and Arts. This need has been articulated by students currently in upper-division classes in disciplines not offering graduate studies, UCCS alumni, and various members of the community who would represent or provide public support for the degree. Currently, there is only one graduate degree, (an MA in History) in the humanities and arts at UCCS and this degree does not include an online option. Additionally, this degree serves only a narrow range of students who are seeking a Master’s degree in one field. The Student and Workforce Demands function together for the creation of a successful Humanities and the Arts MA degree.

Broadly speaking, the UCCS Humanities and Arts MA is a Professional Program, not an Academic Program. Northeastern University defines professional programs as those that:

... often put a great deal of focus on real-world application, with many professional programs requiring students to complete internships or projects in their field of study before graduation. This allows students to gain extensive on-the-job training and boost their resume. Certain professional degrees are required – by law – to be earned before you can work in a specific job ...

Although the popular literature reports humanities fields are losing graduates at the undergraduate level, the most recent data on the number of Humanities MA's awarded in the United States available from The National Center for Education Statistics does not bear out this trend at all graduate level (except in Philosophy/Religious Studies and History). As there is no breakdown for graduate students in programs like the proposed program, we extrapolated data from programs in the General Humanities (GHUM); Visual and Performing Arts (VAPA); Languages and Cultures (LC); Philosophy and Religious Studies.

---

Studies (PHIL); and History (HIS). Table 1 summarize these data.

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>GHUM</th>
<th>VAPA</th>
<th>LC</th>
<th>PHIL</th>
<th>HIS</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-11</td>
<td>3,997</td>
<td>16,277</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2011-12</td>
<td>3,792</td>
<td>17,307</td>
<td>3,827</td>
<td>2,003</td>
<td>21,891</td>
<td>48,820</td>
</tr>
<tr>
<td>2012-13</td>
<td>3,264</td>
<td>17,896</td>
<td>3,708</td>
<td>1,934</td>
<td>21,591</td>
<td>48,393</td>
</tr>
<tr>
<td>2013-14</td>
<td>3,002</td>
<td>17,896</td>
<td>3,482</td>
<td>2,095</td>
<td>21,497</td>
<td>47,972</td>
</tr>
<tr>
<td>2014-15</td>
<td>2,794</td>
<td>17,756</td>
<td>3,556</td>
<td>1,912</td>
<td>20,533</td>
<td>46,551</td>
</tr>
<tr>
<td>2015-16</td>
<td>2,598</td>
<td>18,052</td>
<td>3,407</td>
<td>1,756</td>
<td>19,861</td>
<td>45,674</td>
</tr>
<tr>
<td>2016-17</td>
<td>2,485</td>
<td>17,523</td>
<td>3,274</td>
<td>1,705</td>
<td>20,015</td>
<td>45,002</td>
</tr>
</tbody>
</table>

The enrollment estimates represent new, unduplicated graduate students to UCCS. Table 2 below summarizes these enrollment figures, as included in the Pro-Forma.

<table>
<thead>
<tr>
<th>Year</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
<th>Year 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021-2022</td>
<td>0</td>
<td>15</td>
<td>18</td>
<td>20</td>
<td>22</td>
</tr>
</tbody>
</table>

COE Report

The Humanities Program commissioned a Marketing Report carried out by COE Forum, completed in 2010. The report covered:

- Student motivations
- Recruitment
- Curricular flexibility
- Attractive program aspects
- Enrollment trends at profiled institutions

See Appendix B for the full report.
MA IN HUM FULL PROPOSAL

**Student motivations**

Students’ motivations for enrollment in master’s-level interdisciplinary and liberal studies programs vary greatly and do not necessarily center on career advancement. Younger students who enroll in these programs need a master’s-level credential of some sort to advance their careers, but the specific content of their liberal arts courses need not apply directly to their field of employment. Other recent graduates subsequently pursue doctoral studies, while older students often enroll in master’s-level interdisciplinary and liberal studies programs purely for intellectual stimulation. While employers in the education, health care, and defense industries post high numbers of openings for candidates with skills relevant to a master’s-level humanities program, graduates’ career outcomes will likely extend across all professions, and emphasize the development of baseline skills (e.g., ‘writing,’ ‘research’) that will transfer across positions and industries to prepare graduates for the job market.”

**Recruitment**

The report specifies a recruitment strategy for successful Humanities’ MA degrees that supports the structure of the UCCS Humanities and the Arts MA program which will:

“…[e]mphasize the curricular flexibility and diverse benefits of the master’s-level humanities program in marketing messages to appeal to prospective students with varied motivations. Contacts at profiled programs classify their enrolled students into three groups: recent graduates, mid-career professionals, and retirees.” The report recommends a recruitment strategy that does the following: develops a multi-faceted marketing approach composed of web-based and conventional strategies and highlight the individualized nature of the degree to attract students of all ages; targets online advertisements by demographics (e.g., age, geographic location) to appeal to these specific segments of the population; places advertisements in local publications to reach mid-career professionals and retirees in the Colorado Springs area who seek opportunities for intellectual engagement; and partners with employers in the local area to recruit students who need a graduate degree to earn a promotion or raise.

The Report provides additional recruitment procedures that the UCCS Humanities and the Arts MA will utilize.

**Curriculum flexibility**

The report specifies a recruitment strategy for successful Humanities’ MA degrees that supports the structure of the UCCS Humanities and the Arts MA program. It recommends that the program tailor outreach and marketing efforts to the distinct needs of recent graduates, mid-career professionals, and retirees to recruit these populations into the program. As noted above, contacts at profiled programs generally classify master’s-level interdisciplinary and liberal studies students into three groups:

1. Recent graduates who seek a master’s-level credential to advance their careers or prepare for doctoral studies,
2. Mid-career professionals across all fields who seek intellectual stimulation (e.g., a well-paid accountant with a passion for art history) or need a credential to earn a raise or promotion, and
3. Retirees with an interest in lifelong learning, rather than career advancement.

Emphasis on the curricular flexibility and diverse benefits of the master’s-level humanities program in marketing messages will appeal to prospective students with varied motivations. Contacts report that younger graduates frequently seek a more immediate return on their educational investment (e.g., a better job, admission to a doctoral program), whereas older graduates typically remain in the same role and do not earn the degree to improve their career prospects. The program should also encourage undergraduates at University of Colorado-Colorado Springs who seek a flexible credential with tangible career benefits to enroll in the master’s-level humanities program and improve their marketability to employers and doctoral programs.

Attractive key aspects

Additionally, the report points to key aspects of the UCCS Humanities and the Arts MA proposal that makes it especially attractive to students. It will:

“... [o]ffer students the opportunity to self-design a concentration or choose one from a pre-defined list (e.g., gender studies) to promote their academic exploration and postgraduate preparation." According to the report: "[s]elf-designed concentrations appeal to students who seek a highly individualized academic experience, while established concentrations attract students who seek a greater level of guidance and formal structure from their degree. In addition, concentrations demonstrate students’ expertise in a particular field to potential employers, which aids them in the job market. Contacts at profiled programs, none of which offer established concentrations, affirm the importance of a program philosophy centered on individualized curricula that meet the specific needs and interests of each student. Profiled programs require students to formulate a course of study and provide a detailed rationale for their chosen combination of classes prior to admission."

The report provided examples of self-designed and established concentrations in Masters-level Interdisciplinary and Liberal Studies Programs.

Self-Designed

- Art History and Archetypal Narrative
- Body, Identity, and Sexuality Studies
- Gendered Communication and Story-Telling
- Intercultural Cinema Studies
- Political and Educational Culture in the Neoliberal Age
- Time, History, and Travel Literature

Established Concentrations

- American Studies
- Communication
- Media and Technology
- Creative Writing
- Environmental Sustainability
MA IN HUM FULL PROPOSAL

- Gender Studies
- Global Studies
- Human Rights and Social Justice
- Humanities
- Organizational Dynamics
- The Arts and Cultural Traditions

The UCCS tracks of student would include:

- European Studies
- Asian Studies
- Middle Eastern Studies
- Western and Asian Philosophy
- Western and Non-Western Religions
- Ethics
- Visual and Performing Arts
- Languages and Cultures
- American Literature
- English Literature
- World Literature
- Philosophy

Enrollment trends at profiled institutions

The report studied five existing Humanities MA programs at institutions ranging from low enrollment numbers of 1,500 to much larger institutions with enrollments of 20,000 to 31,000. The COE Forum interviewed program directors at the following master’s-level interdisciplinary and liberal studies programs that closely resemble the Master of Arts in Arts and Humanities in curriculum and structure, summarized in Table 3.

Table 3. Existing Humanities MA Programs

<table>
<thead>
<tr>
<th>Institution</th>
<th>Location</th>
<th>~ Enrollment (Undergrad / Total)</th>
<th>Carnegie Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boise State University</td>
<td>Mountain West</td>
<td>19,00 / 22,000</td>
<td>Doctoral Universities: Moderate Research Activity</td>
</tr>
<tr>
<td>John Hopkins University</td>
<td>Mid-Atlantic</td>
<td>5,000 / 20,000</td>
<td>Doctoral Universities: Highest Research Activity</td>
</tr>
<tr>
<td>Reed College</td>
<td>Pacific West</td>
<td>1,500 / 1,500</td>
<td>Baccalaureate Colleges: Arts and Sciences Focus</td>
</tr>
<tr>
<td>University of Pennsylvania</td>
<td>Mid-Atlantic</td>
<td>10,5000 / 21,500</td>
<td>Doctoral Universities: Highest Research Activity</td>
</tr>
</tbody>
</table>
"Contacts at profiled programs report disparate trends in enrollment. Offer evening, weekend, and online classes to fit the busy schedules of working professionals and maximize enrollments. Contacts at **Johns Hopkins University** report a recent increase from 90 to 150 after the institution began to offer the Master of Liberal Arts online as well as face-to-face. In contrast, contacts at **Reed College** describe a post-recession decline from 40 to 30 students because some employers withdrew funding for their employees’ degrees. Enrollment at **University of Pennsylvania** similarly declined from 180 to 120 students in the past several years due to increased competition from other master’s-level liberal and interdisciplinary studies program. If possible, incentivize employers to fund students’ degrees with discounted tuition rates to enroll working professionals. **Boise State University** and **Virginia Commonwealth University** report consistent enrollments."

**Workforce Demand**

This M.A. is unique insofar as it is an On Campus/Online Humanities and Arts degree, which will offer relevant courses for individuals in the traditional humanities fields as well as in the visual and performing arts, thereby greatly expanding our student base.

**Top Employers in Colorado**

The Humanities Program commission Marketing Report by COE Forum, completed in 2010 found the top employers in Colorado for Master’s-level professionals in the Humanities, excluding K-12, were (n=2,053 job postings, 257 unspecified postings):

- **Education**
  - University of Colorado-Boulder (94 postings)
  - Pikes Peak Community College (70 postings)
  - Academics Ltd. (30 postings)
  - University of Colorado-Colorado Springs (26 postings)
  - Colorado State University (23 postings)
  - Pueblo Community College (22 postings)
  - University of Colorado-Denver (21 postings)
  - Colorado College (19 postings)

- **Health Care**
  - Anthem Blue Cross (113 postings)
  - Centura Health (30 postings)
  - Colorado Department of Human Services (29 postings)
Colorado Springs K-12 Teachers

Currently Colorado Springs K-12 teachers take graduate level courses in order to qualify for raises and promotions. There is significant demand, currently met by teachers who primarily take online courses or sacrifice their summers to travel to other campuses.

For example, here is the District 11 formula:

“Salary reclassification forms should only be turned into the HR department if you have accumulated enough credits to move up on the teacher salary schedule. In order to move on the salary schedule, you must have a minimum of 16 semester credits of: College or university graduate courses. There are other options but Graduate studies are at the top of the list.”

Survey of UCCS Students

The Humanities Programs undertook a survey of UCCS students to determine current interest in the Master's Degree. Of the 167 students who replied that they were planning on enrolling in a graduate program, 132 of them said they would be interested in continuing their graduate work at UCCS. Fifty-five (55) indicated an interest in a HUM Master's Degree, with an additional 105 stating that they would consider it.

Duplication

Table 4 below provides a snapshot of Master’s-level degree offerings in the humanities and the arts at four-year, public universities across Colorado, followed by a more detailed discussion of how the program at UCCS differs from the programs at Adams State University and the University of Colorado Denver. Upon approval, HUM and Arts at UCCS will be the only stand-alone Humanities and the Arts program in southern Colorado offering a Master’s degree in both the humanities and the arts.

Table 4. Public Institutions in Colorado That Offer Master’s Degrees in Humanities and the Arts

<table>
<thead>
<tr>
<th>Institution</th>
<th>Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams State University</td>
<td>MA in Humanities</td>
</tr>
<tr>
<td></td>
<td>MA in Music Education</td>
</tr>
</tbody>
</table>
| University of Colorado Boulder | MA in Art History  
|                              | MFA in Art Practices  
|                              | MA in Asian Languages and Civilizations  
|                              | MA in Classics  
|                              | MFA in Creative Writing  
|                              | MFA in Dance  
|                              | MA in English  
|                              | MA in French  
|                              | MA in German Studies  
|                              | MA in History  
|                              | MFA in Interdisciplinary Documentary Media Practices  
|                              | MA in Linguistics  
|                              | MA in Music Education  
|                              | MA in Philosophy  
|                              | MA in Religious Studies  
|                              | MA in Russian Studies  
|                              | MA in Spanish  
|                              | MA in Theatre  
| University of Colorado Springs | MA in History  
| University of Colorado Denver | MA in History  
|                              | MA in Humanities  
|                              | MA in Spanish  
| University of Northern Colorado | MA in Dance Education  
|                              | MA in English  
| Colorado State University | MA in Creative Writing  
|                              | MA in Foreign Languages and Literatures  
|                              | MA in History  
|                              | MA in English  
|                              | MA in Philosophy |
Adams State University

Adams State University (ASU) is in Alamosa, CO, 165 miles west of Colorado Springs. It offers two Master’s degree in the humanities and one in music education. The Humanities program offers areas of emphasis in Cultural Resource Management, Public Administration, and U.S. History. The Music Education program offers concentrations in Performance, Conducting, and Composing. Its students are primarily K-12 teachers, public servants, and those who intend to obtain a doctoral degree. It offers its students the option to take classes On Campus, Online, or as a combination of both.

University of Colorado Denver

The University of Colorado Denver (UCD) is in Denver, CO, 75 miles north of Colorado Springs. It offers three Master’s degrees in the humanities: History, Humanities, and Spanish. Its students are K-12 teachers, business professionals, public servants, and those who intend to obtain a doctoral degree. It offers its students the option to take classes On Campus only. Many working professionals and teachers in the Colorado Springs area may take courses at UCD during the summer session, as it is difficult to drive 150 miles round-trip every week. UCD does not have a Master’s program in the Arts. And it does not provide the option to take classes Online.

University of Colorado, Colorado Springs

UCCS is in Colorado Springs. It offers one Master’s degree in the humanities: History. Its students are K-12 teachers, public servants, and those who intend to obtain a doctoral degree. It offers its students the option to take classes On Campus. UCCS does not have a Master’s program in additional humanities disciplines nor in the arts. And it does not provide the option to take classes Online.

Proposed Program

Core Competencies

The core competencies of the Humanities and Arts Master’s Degree utilize the knowledge, skill, and expertise of its participating departments. The online component of the degree will also teach and encourage the utilization of and innovation with online resources.
Core competencies the graduate students will develop during their courses represent the core skills students will learn. They are not comprehensive in terms of the content and course-specific knowledge and additional skills students will learn. All graduate students will work towards these core competencies during their graduate work regardless of the specific courses completed. These overall competencies will be assessed in the final capstone course, the Oral Defense of Research Papers Portfolio. In their final portfolio of three research papers and during their oral defense, graduate students completing the M.A. in Humanities and Arts will be able to:

1. Articulate arguments, carry out critical analysis, and display complexity of reasoning in writing and oral discussion.
2. Use, integrate, and discuss primary source evidence effectively in writing and oral discussion, based on an understanding of the methods of historical research and analysis.
3. Use, integrate, and discuss secondary sources effectively in writing and oral discussion, based on an understanding of the methods of humanities research and analysis.
4. Use, integrate, and discuss methodological, conceptual and theoretical approaches effectively in writing and oral discussion.
5. Demonstrate clarity of thought and critical thinking in the organization, form, framing, and development of arguments.
6. Use proper writing mechanics, appropriate authoritative voice, active verbs/sentence structures, and citation format in footnotes/endnotes and bibliography.
7. Use, integrate, and discuss interdisciplinary approaches to Humanities and Arts subject matter and content.
8. Use, integrate, and discuss digitally driven research goals, methods, and media for each of the participating departments.
9. Use, integrate, assess, and discuss digital sources and data.

Curriculum

The On Campus/Online Master’s degree in the Humanities and Arts is designed to allow students to develop interdisciplinary topics in Humanities and Arts to bring those interests into the broader community. Students will work with faculty to explore areas of interdisciplinary research. This flexible program draws on the established curriculum of UCCS as well as the wide-ranging resources of the Colorado Springs community and beyond, to connect students to educational experiences inside and outside the classroom. **Admitted students will be required to take at least one course per semester to remain in the program.**

The program includes collaborative, applied, and experiential learning possibilities such as internships and individual working relationships with graduate faculty, students, and the community. The robust interaction between focus field (degree concentration), curriculum, and working with other students and faculty across these fields opens the door to areas of new interdisciplinary discovery and research with high potential for experiential work in the community and public sector.

- The On Campus/Online MA in Humanities and Arts will consist of one On Campus/Online required course in Humanities and Arts Research Methods (3 credits).
- At least one online course will be offered each semester and will increase to meet demand.
• 27 additional credit hours will be chosen from offerings in the five listed department/disciplines (consisting of 3 Reading Seminars for 3 credits each; 3 follow up Research Seminars for 4 credits each; one 3 credit required elective course (which may be an internship); and one 3 credit required capstone Independent Study.

• Determination of the degree path and definition of the individual course of study will take place during the first semester of study in consultation with the graduate advisor and other appropriate faculty.

• Every new student will be enrolled in the On Campus/Online Research Methods course that will teach interdisciplinary research methods across the Humanities and Arts disciplines utilizing material from across the five disciplines participating in the degree.

• Following this, the student may choose from up to three graduate level courses taught by tenure-track (TT) faculty each semester in different areas of the Humanities and Arts.

• In the semester following, both on campus and online students will enroll in a Research Seminar taught by the same faculty. In this seminar students will research and write a thesis on the topic of the previous semester. Students will meet weekly with the professor to assess and discuss one another’s written work.

• Each student will take three of these coordinated course sequences for the degree.

• The capstone course will be an independent study with a member of the faculty where the student will revise each of the three Research papers in order to finalize a portfolio of and defend the portfolio in an Oral Exam.

• As this degree is designed to serve a broad public with a variety of goals and needs, some students will be able to utilize it as a springboard to doctoral and professional degrees, while others will use it to gain greater knowledge and experience in their undergraduate areas leading to Humanities work in the public sector.

The curriculum of the HUM program at UCCS follows the core competencies of the discipline as outlined in the Core Competencies section. Consequently, the curriculum and courses outlined below both reflect the core competencies as understood in the discipline, but they also offer a distinct take on how best to prepare graduates for a global workforce.

Requirements

The program requires 30 hours of coursework divided into five concentrations. Students complete a methodology course; three, two-course sequences (readings and research) in three different concentrations; one elective course; and a capstone course that prepares students for an oral comprehensive examination. Table 5 summarizes these data.

Table 5. Coursework Requirements for HUM MA

<table>
<thead>
<tr>
<th>Courses</th>
<th>Credits</th>
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<td>Methodology Requirement</td>
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<tr>
<td>Capstone Requirement</td>
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</table>
The program will be delivered in two major modes, face-to-face, and fully online. Every academic year, there will be one methodologies course and one readings/research sequence offered fully online. The capstone course will be offered as an independent study course that may be completed either face-to-face or fully online.

### Assessment Plan
The assessment plan for HUM has three related parts:

- **A yearly assessment of learning outcomes** that the curriculum itself achieves and how successfully students demonstrate those outcomes.

- **Surveys of student job success** which consider how effectively and how quickly our students secure positions in the profession; qualitative assessment of the students' own perceptions about their preparation for work; and qualitative assessment by employers of HUM graduates.
Retention and graduation rates which will indicate the degree to which our faculty and curriculum are able to help students move through their degree programs.

Combined, these assessments create a “virtuous cycle” where effectively teaching the core competencies recognized in the field leads to effective job placement. Effective job placement leads to increased motivation for students to complete the major in a timely fashion. Success with both of these then leads to growth in the major and retention as students recognize that completing the major means they will secure excellent jobs after graduation.

Retention and Graduation

A program can only be viewed as successful if it retains and graduates its students. As the pro-forma indicates, HUM expects to retain about 75% of its students once they enter the program. Additionally, through pro-active advising, we expect that the 75% of retained students will graduate within three to four years. The program, therefore, will measure both retention year over year as well as three- to four-year graduation rates. These numbers will be provided by the Institutional Research office at UCCS.

Professional Requirements

No accrediting body exists for programs in HUM. The curriculum of this program was shaped by the core competencies outlined in Section A, “Program Description.” Graduates of the program also are not required to complete any certifications or licensures.

Faculty who teach in the program will be required to have the appropriate terminal degree—normally a PhD. The faculty director of the program, in consultation with the dean of the College of Letters, Arts and Sciences will determine which faculty are eligible to offer courses in the program. The CV for the current Faculty Director appears in Appendix G.

Campus Mission Congruence

The University of Colorado guiding principles and vision outline the general mission for the entire system that encourages each campus to achieve in its unique way:

*The University of Colorado will be a premier, accessible and transformative public university that provides a quality and affordable education with outstanding teaching, learning, research, service, and health care. Through collaboration, innovation, technology and entrepreneurship, CU will expand student success, diversity and the economic foundation of the State of Colorado.*

Within the System-wide vision statement, UCCS offers a campus vision statement and emphasizes the seven core values of the University:

*UCCS, a premier comprehensive undergraduate and specialized graduate research university, provides students with academically rigorous and life-enriching experiences in a vibrant university community. We advance knowledge, integrate student learning with the spirit of discovery, and broaden access to higher education for the benefit of southern Colorado, the state, nation and world.*

*The UCCS Core Values: Student Focus; Integration; Innovation; Collaboration; Inclusive Diversity; Dynamic, Responsible Growth; Integrity.*

Finally, the College of Letters, Arts & Sciences at UCCS offers its own vision:

*We will position our graduates for success in their professional and personal lives through innovative and collaborative teaching, scholarship, and connections with the community and the*
broader world.

LAS affirms and accepts the ideal purposes and traditional goals of all great universities: the creation, interpretation, dissemination, and application of knowledge. LAS strives to maintain these goals while formulating and delivering innovative and creative programs. LAS provides collaborative programs that enrich the community, promote the creation of a vibrant and creative cultural life, strengthen and sustain a productive and responsible economic sector, facilitate the solution of community and regional problems, increase the safety, health and welfare of individuals and groups, sustain scientific and technological innovation, and enhance the understanding and practice of civic duty and responsibility.

These separate vision statements promote and share a number of principles including:

1. Student oriented programs
2. Programs with collaborative teaching and learning
3. Innovation in teaching and learning including technological innovation
4. Integration of academic, professional, and personal experiences
5. Inclusive diversity and excellence
6. Community enrichment
7. Academic rigor and teaching excellence
8. Commitment to community and regional needs

The goals and values of each of these shared vision statements are incorporated into the Humanities and Art’s Master’s Degree Vision Statement:

The Humanities and Art’s Master’s Degree is committed to a substantive interdisciplinary learning environment that respects the diversity of students and disciplines through the creating and teaching of collaborative courses as well as theoretical, applied, and experiential learning. It respects the value of individual working relationships between graduate faculty, students, and the community that enable graduate students to impact their professions, to expand their networks, and to share their knowledge beyond the classroom with the many diverse communities that can benefit from their contributions and mentoring.

The goal of this vision is to:

1. Enhance and extend the theoretical and historical understanding of the interdisciplinary humanities in society.
2. To foster a deep understanding of the ethical concerns and responsibilities of unique to humanistic values.
3. To teach the professional and practical skills required for success in student’s chosen fields.
4. To teach and encourage the ability to work critically and collaboratively with diverse groups for the benefit of society as a whole.

State Requirements

Admission, Transfer, and Graduation Standards

The admissions standards are a bachelor’s degree from an accredited university with a cumulative grade point average of 2.75 or above.

Admissions Requirements

The applicants must submit:
Complete a graduate application online at the UCCS Graduate School website
Submit non-refundable application fee
Submit official transcripts from each college or university previously attended, regardless of whether a degree was earned or required.
Submit your letter of intent indicating which semester you intend to apply. Letters of intent should address the following questions:
   o Why are you applying for a M.A. in Humanities and Arts at UCCS?
   o What are your fields of interest?
   o What tracks would you like to pursue?
   o Has any life experienced impacted your interest in the humanities and/or arts?
   o What personal or career goals do you have for after completing MA?
Provide three (3) academic letters of recommendation, ideally from past professors and/or supervisors.
Provide a writing sample of approximately 8-12 pages. Applicants typically submit a research, creative, or analytical/critical essay produced during prior academic work. Writing samples with citations and bibliography are preferred.

Enrollment Limitations
The program will not restrict enrollment, assuming that faculty resources and physical capacity needs are granted at the rate outlined in this proposal.

Note that if resources are not granted to the program at the pace outlined in this proposal, the program can only grow in alignment with the faculty and physical space allocated.

Institutional Factors
Humanities contributes to the “Core Strategies” for the 2030 strategic plan at UCCS. Faculty have already produced excellent research as noted on the current Faculty Director’s CV, included in Appendix G. The workforce demand demonstrates that the enrollment will grow to a sustainable level over the next decade and that this growth still will meet the needs of Colorado or the United States which makes a strong case for the program’s growth. The ProForma included in the Cost Description section clearly shows that the program will generate new revenue. Each of these points of alignment have been discussed throughout this proposal but especially in the Congruence Between the System, Campus, and LAS Missions section.

Impacts on HUM-Affiliated Departments
The impact on other HUM departments/programs on campus will be felt in three ways:

1. The Humanities and Arts MA will require a TT faculty member from one of the five participating departments to serve in the combined role Humanities Undergraduate Program and Graduate MA Director and Advisor. This individual will have a two-course reduction and will be compensated for this work.
2. The Humanities and Arts MA will require 3 TT faculty from three of the five participating departments to teach one course per year.
The Humanities and Arts MA will require 3 Teaching Assistants/Instructors per semester to teach in departments contributing to the on campus MA each semester (not including the Director’s course offload(s)) and one additional Teaching Assistant/Instructor for each online course, excluding the Methods course.

Based on the numbers of students in the History MA, the Humanities and Arts MA will attract up to 50 graduate students in the first five years. While many of those students will be Middle School and High School teachers from El Paso county and surrounding areas, some will also be retained students who have recently completed their BA at UCCS. It is also likely that the degree will attract online students from beyond El Paso county as well as outside of Colorado. The inclusion of VAPA courses in this degree is a unique aspect of the proposal and is expected to expand the range of students enrolling in the degree. The University’s recent experience with moving all courses to online venues provides a useful guide for how to teach online in the visual and performing arts.

Impact on Existing Resources

The Humanities and Arts MA will require a TT faculty member from one of the five participating departments to serve as both the Humanities Undergraduate Program and Graduate MA Director and Advisor. This individual will have a two course-reductions and will be compensated $5000/year for their work as Director of both the Undergraduate program and the graduate MA degree.

Need for New Resources

There are three areas that require new resources:

1. The Humanities and Arts MA will require 3 Teaching Assistants/Instructors per semester to teach in departments contributing to the on campus MA each semester (not including the Director’s course offload(s)) and one additional Teaching Assistant/Instructor for each online course, excluding the Methods course.

2. In order to launch the program without overly straining the current Humanities and Arts faculty, the On Campus/Online Humanities and Arts MA will hire one experienced Full-time Instructor with a Ph.D. The current NTT rate is $42,000 plus benefits. The ideal candidate has both degrees and experience in interdisciplinary humanities and online education and technology. It will be the primary task of this Instructor to teach the required On Campus/Online Interdisciplinary Research Methods course. Additionally, the Instructor will oversee the Online component of the MA.

3. The Humanities and Arts MA will also need a half time Administrative Assistant to administer budgets and contracts for the Undergraduate Interdisciplinary Humanities Program and the Humanities and Arts MA. In addition, the Administrative Assistant will assist the Director with the application process and serve as a conduit and information source for incoming students.

Appendix A sets out a proposed budget for the On Campus/Online Humanities and Arts MA. The budget has been reviewed by both the LAS and UCCS Budget Offices.

Space Estimates

The On Campus/Online Humanities and Arts MA will require up to three classrooms in the 4:45 to 7:00 pm or the 7:15 to 10:00 pm time slots. However, because these courses will be spread out over the five-day week, no more than one classroom will be needed on any one day.

The program’s equipment needs are minimal and align with current classroom needs. All courses will use the existing Canvas format.
Cost Description and Source of Funds

The On Campus/Online Humanities and Arts MA has made conservative estimates of the enrollment in our degree. Realistically, we think the enrollments will exceed our estimates. The resident graduate student tuition rate for Fall 2023 is $569. For Spring 2023 it rises to $586. Projected revenue for the first years is $204,682 and $282,986, respectively. Faculty and staff costs are $21,547. Based on these projections the MA is, even in its first years, self-supporting and also generate profit for the College and the University.

It will require new investment at the start up to cover the Director’s stipend and course releases ($65000), which is $32000 more than the current stipend. The Methodologies stipend Assistant Director’s salary ($5,000 plus benefits), as well as that of the Half-time Administrative Assistant will also be part of the start up. We are prepared to teach only the Methodologies online and in person for the first semester of the program to address start up costs ($4,748).

However, the MA as proposed will be self-sustaining and income generating.

Cost Estimates

The most significant cost for the On Campus/Online Humanities and Arts MA will be that of the Teaching Assistants/Instructors (3 per semester) who will teach courses in each of the three committed departments in place of TT faculty teaching in the MA. Due to the participation of the 5 humanities departments, the HUM and Arts MA will advocate for additional TT positions in these departments but seeks no additional faculty of its own.

Year one also includes adding one additional half-time Administrative Assistant. The Administrative Assistant’s starting salary will be $14,748 and will increase by 3% each subsequent year.

Base operating costs hold at the rate of the program’s first year with a 3% increase per year apart from startup funds for new faculty and travel costs.

Each year also includes salary for lecturers to deliver up to three courses per semester (6 x $2570 = $15,420). That salary increases by 3% each year as do all other salary calculations. The lecturer salaries compensate the five Humanities departments participating in the HUM and Arts MA.

Sources of Revenue Estimates

The major source of revenue is tuition dollars and the ProForma in Appendix A conservatively estimates our students will cumulatively take 24 hours per year.

The revenue model for the Humanities and Arts MA seems compelling given that the program earns a small profit from the outset. This profit accrues after accounting for costs for additional faculty, staff, and an increased operating budget. While the program does not generate enormous sums for the campus, it is profitable from the beginning.

Other Relevant Information

The Humanities and the Arts Master’s Degree will require partnerships from multiple departments on campus to deliver the “tracks” in the major as outlined in the Requirements section. The correspondence showing the agreement from the participating departments appears below.
Agreement Letters from Affected Units

The email correspondence included in this section shows the evolution of the conversation with each participating program and confirms that each program remains interested in participating as of Spring 2020.

**English Department**

Agreement from English to participate in HUM, confirmed April 14, 2020.

Katherine Mack  
Tue 4/14/2020 10:09 AM  
Dorothy Olszewski; Christina Jimenez; Sonja Tanner; Teresa Meadows; Suzanne MacAuley + 3 others  

Dear Dorothea,

Please feel free to use the text in quotes below for the HUM MA proposal.

“The English department wishes to express its support for the creation of an HUM MA. We appreciate your and Nina Ellis’s efforts to move this proposal forward, and we look forward to participating in the further development and delivery of the HUM MA.”

All the best,

Katherine

**History Department**

Agreement from History to participate in HUM, confirmed April 15, 2020.
Dear Dr. Olikowski,

Please accept this email letter as the Department of History’s official endorsement of the Master’s Degree in Humanities proposal.

I circulated the proposal and asked the faculty to vote via email. Of the 12 eligible faculty, I received 11 votes SUPPORTING the Humanities MA proposal and 1 no response.

As the only humanities department which offers a master’s degree, the History Department does recognize the need for more graduate degrees in LAS. We also realize that while our MA History Program might lose some students to the new Humanities MA if/when approved, the two programs are quite different. Our MA program is very well enrolled, currently with over 50 active graduate students. We want what is best for the students. If students want to pursue an interdisciplinary MA integrating the arts as well as other humanities disciplines, this Humanities MA degree would provide them with that option. We are also happy to participate in this new MA program as it will dovetail well with our current graduate course offerings.

While department members have asked for some follow up and clarification on certain issues, we understand that we will have future opportunities to discuss those details.

Thank you to you and Nina Frischman Ellis for all of your work on this proposal. We are supportive.

All best, Christina

Christina M. Jiménez, Ph.D.
Professor and Chair
Department of History

Languages and Cultures Department

Agreement from Languages and Cultures to participate in HUM, confirmed April 10, 2020.
From: Fernando Feliu-Moggi <feliumo@uccs.edu>
Sent: Friday, April 10, 2020 11:14 AM
To: Dorothea Olkowski <dolkowski@uccs.edu>
Subject: RE: HUMANITIES MA PROPOSAL

Good morning, Dorothea,

Thank you for sharing the information regarding the MA in HUM. As you know, I am very dedicated to the Humanities and HUM education on Campus, and would be very happy to participate in any capacity necessary to make the program a success. Please let me know how I can be of service both as a faculty member and as Co-Chair of Languages and Cultures.

Best,

Fernando

Dr. Fernando Feliu Moggi,
Professor of Spanish
Department of Languages and Cultures/Film
University of Colorado Colorado Spring
Office: Dwire 247c
Phone: 719.255.3537

**Philosophy Department**

Agreement from Philosophy to participate in HUM, confirmed April 17, 2020.

From: Sonja Tanner <stanner@uccs.edu>
Sent: Friday, April 17, 2020 2:30 PM
To: Dorothea Olkowski <dolkowski@uccs.edu>
Subject: HUM MA proposal

Hi Dorothea,

Please accept this as the Philosophy Department’s endorsement of the Humanities MA proposal. [remainder removed from original as it did not pertain to the Humanities MA proposal]

Congratulations on this big project and good luck in the next steps!

Best wishes,

Sonja

Sonja Tanner
Chair, Department of Philosophy
Associate Professor of Philosophy
Director of Classics
University of Colorado, Colorado Springs

**Visual and Performing Arts Department**

Agreement from Visual and Performing Arts to participate in HUM, confirmed April 9, 2020.
From: Suzanne MacAulay <smacaula@uccs.edu>
Sent: Thursday, April 9, 2020 7:15 PM
To: Dorothea Olkowski <dolkowski@uccs.edu>
Subject: Re: HUMANITIES MA PROPOSAL

Dear Dorothea,

Please accept this email as an indication that as an affiliated department vis-à-vis the Humanities Program, the Visual and Performing Arts Department intends to participate in the Master of Arts in Humanities graduate program.

Sincerely,

Suzanne P MacAulay, PHD
Professor and Chair
Department of Visual and Performing Arts
University of Colorado, Colorado Springs
1420 Austin Bluffs Parkway
Colorado Springs, Colorado 80918
Phone: 719.255.3865; FAX: 719.255.4066
Email: smacaula@uccs.edu
Program Approval (Under Revision by UCCS)

1. Preconcept Presented to Provost (Summer 2019)
2. Concept Paper Created by Faculty (August 2019)
3. CLAS Dean Sends Concept to Provost (September 2019)
4. Dean’s Council Approves Concept (November 2019)
5. Chancellor’s Cabinet Approves Concept (November 2019)
6. HUM Faculty Complete Full Proposal (November 2022)
7. Proposal Approved by CLAS Budget/Planning (November 2022)
8. Proposal Approved by CLAS Chairs (November 2022)
9. Proposal Approved by CLAS Faculty (November 2022)
10. Proposal Approved by CUE (December 2022)
11. Proposal Submitted to UBAC (December 2022)
### Appendix A: Budget Summary Pro Forma

#### Graduate Program Template

<table>
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<th>PROGRAM</th>
<th>Year 0</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
<th>Year 5</th>
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<tr>
<td>ENROLLMENT AND REVENUE PROJECTIONS</td>
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#### Expenditures Projections

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#### Notes

- All budget data represents only College LATS and excludes $5,000 per year of overall non-plant personnel costs and $10,000 per year for capital outlays in the growth plan.
Appendix B: COE Report
MARKET RESEARCH BRIEF

Market Viability of a Master’s-Level Program in Arts and Humanities

Analysis of Program Characteristics, Student Trends, and Employer Demand
### Appendix C: Course Schedules

The course schedules below show a path for both face-to-face (F2F) and online students.

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<td>Methods (HUM 6000)</td>
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Appendix D: HUM 6000: Research Methodologies Course Description

Course Description

This course is designed to assist MA students in their study of a range of humanities and arts research methods. Students who wish to complete research work in the humanities and arts may encounter problems when they move from summarizing theories to applying them in practice. Therefore, this course involves intensive scrutiny of a representative range of research methods commonly encountered across the subject areas encompassed by this degree program (English; History; Languages and Cultures; Philosophy; and Visual and Performing Arts). We will explore these methods through the examination of research and creative works that illustrates active uses of research and creative works methods to solve specific problems. Students discuss research methods in online seminar sessions, and then produce written and creative works to apply selected theories to problems they identify independently.

Learning Outcomes

At the end of this course, students will be able to:

- Examine, articulate, and defend their views in seminar-style sessions.
- Assess the theories and methodologies for all the subject areas encompassed by this degree program.
- Apply theoretical principles to research problems.
- Design a research study from its inception to its report.
- Integrate the high standards incumbent upon professional researchers into their practice.

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Appendix E: Job Description for HUM Faculty Director

UNIVERSITY OF COLORADO COLORADO SPRINGS

Job Description

Humanities And Arts BA/MA Faculty Director

Letters Arts and Sciences

Supervision Received

- Reports to: Dean, School of Arts and Humanities
- Departments: Humanities and the Arts
- School: CLAS

Synopsis of Role

The Faculty Director is a key leadership position within the university and directs both the undergraduate and the graduate MA programs. The Director promotes and supports a quality learning experience for students by ensuring an engaging classroom and online environment. This position contributes to a range of activities related to excellence in teaching and student retention, and works closely with each of the HUM/Arts departments as well as relevant offices to manage systems and processes related to teaching effectiveness. The Director coordinates with the participating faculty in order to remain aware of course content. The Director acts as a liaison to other programs and centers especially the Heller Center for the Arts and Humanities.

Essential Functions

- Responsible for management oversight of between 50-60 faculty (NTT and TT) members.
- Academic excellence.
- Coach/mentor and evaluate instructor performance in effective teaching practices.
- Analyze and report on data to assess student learning and retention.
- Ensure UCCS standards, policies, and priorities are reflected in course delivery.
- Support and promote instructor professional development to enhance teaching skills.
- Ensure instructors are aware of current and emerging classroom procedures and instructional materials.
- Assess effectiveness and efficiency of instruction.
- Recognize instructors for outstanding performance or accomplishments.
- Schedule and conduct regularly scheduled instructor meetings to promote community among faculty members.
- Attend C&D meetings as scheduled.
- Conduct annual performance reviews of the MA faculty.

Critical Skills

- Mentoring — Identifying the developmental needs of faculty and assisting them in obtaining knowledge or skills.
- Communication - Ability to communicate information and ideas.
• Learning Strategies — Selecting and using training/instructional methods and procedures appropriate for the program.
• Management of Personnel Resources - Motivating, developing, and directing the program and its faculty.
• Monitoring — Monitoring/assessing the success of the program and its instructors.
• Budgeting - The director oversees the budgeting process on a yearly basis, and maintains the budget over the course of each year.
• Supervision - The Director serves supervisor of the Undergraduate and MA programs coordinator and as supervisor of an Assistant Director and the Administrative Assistant.

Requirements Competencies Critical to this Position

• Adaptability/Flexibility — Open to change (positive or negative) and to variety in the workplace.
• Coaching and mentoring - Ability to be objective in evaluations and in making recommendations relevant to the program and courses.
• Cooperation - A cooperative attitude.
• Initiative - Willing and able to take on responsibilities and challenges.
• Innovation — Creativity and alternative thinking to develop new ideas for and answers to work-related problems.
• Leadership - Willing and able to lead and offer constructive opinions and direction.
• Stress Tolerance —Ability to accept criticism and deal calmly and effectively with high stress situations.

Required Education and Experience

• Tenured with a Ph.D. or MFA in one of the Humanities and Arts disciplines.

Preferred Areas of Expertise and Experience

• Academic Leadership
• Faculty Development
• Online Education
Appendix F: Current Faculty Director’s CV

Dorothea Olkowski
Department of Philosophy
University of Colorado
Colorado Springs, Colorado 80933-7150
USA
dolkowsk@uccs.edu 719-255-4086

Education:

Professional Appointments:
Director of Humanities, University of Colorado, Colorado Springs, November 2017-present.
Director and Founder, Interdisciplinary Program in Cognitive Studies, 2008 to present.
Chair, Department of Philosophy, University of Colorado, Colorado Springs, 2013 to 2015
Professor, Department of Philosophy, University of Colorado, Colorado Springs, 1999 to present.
Graduate School Faculty, University of Colorado, Colorado Springs, Spring 1991 - present.
Faculty Fellow, Rotman Institute for Philosophy, University of Western Ontario, London, Canada, 2010-present.
Faculty Research Associate, University of Colorado, Colorado Springs, 2008-09.
Chair, Department of Philosophy, University of Colorado, Colorado Springs, 2006-2008
Interim Director of Women’s Studies, University of Colorado, Colorado Springs, Spring 2002.
Chair, Department of Philosophy, University of Colorado, Colorado Springs, Summer 1999 - Summer 2002
Chair, Department of Philosophy, University of Colorado, Colorado Springs, Fall 1997-Fall 1998.
Associate Professor of Philosophy, University of Colorado, Colorado Springs, 1992 - 1999
Director of Women’s Studies, University of Colorado, Colorado Springs, Fall 1991 - July 1995.
Coordinator of Women’s Studies, University of Colorado, Colorado Springs, Fall 1990 - Fall 1991.
Assistant Professor (tenured), College of Charleston, Charleston, South Carolina, 1986 - 90.
Assistant Professor (visiting), University of San Diego, San Diego, California, 1985 - 86.

Fellowships, Honors:
University of Colorado, Colorado Springs, LAS Teaching Award, Spring 2016.
University of Colorado, Colorado Springs, Chancellor’s Award for Excellence, Spring, 2013.
University of Western Ontario Fellowship, Rotman Institute for Science and Values, Fall 2010
University of Colorado, Colorado Springs, LAS Research Award, Spring 2007.
University of Colorado, Colorado Springs, Campus-wide Research Award, Spring 2000.
University of Colorado, System-wide Elizabeth Gee Memorial Award for Outstanding Research, Teaching, and Service by a Woman Faculty Member, Spring 1998.
Australian National University Center for the Humanities Fellowship, Canberra, Australia, 1993.
Undergraduate, Phi Beta Kappa
Cited in Undergraduate, Who’s Who in American Colleges and Universities.
B.A. awarded Summa Cum Laude
B.A. with Honors in Philosophy

Professional Activities:
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Director of the HUM-Arts MA Proposal, UCCS, 2018-present.
Chair of the Organizing Committee, Symposium for Women in Philosophy, Athens, Greece, June 2018-2020.
Director, Symposium for Women in Philosophy, Athens, Greece, June 2018.
Co-editor, Deleuze Studies, 2012-present.
External Reviewer, Substance, 2011.
External Reviewer, Continental Philosophy Review, 1999-present
Executive Committee, Society for Phenomenology and Existential Philosophy, Fall 1993 - Fall 1996.
Program Director, Society for Women in Philosophy, Eastern Division Meeting, 1996.
Executive Board, The International Merleau-Ponty Circle, 1991- present.
Series Editor, Humanities Press, Fall 1991 - Fall 1995.

Keynotes, Plenaries, Symposia:


“Merleau-Ponty and Man the Hero?,” at the International Cycle of Lectures: Phenomenology between times and places, Psychology Department of USP-Ribeirão Preto and Philosophy Department of UFSCar, Brazil. June 23 and 24, 2021.


“From Chaos to Complexity, Bergson, Deleuze, and Peirce,” Memphis University, Philosophy Graduate Student Association Conference, March 2019.

“The Logic and Pragmatics of Affect, Phenomenology and Creation,” Research Scholar’s Session, Society for Phenomenology and Existential Philosophy, Penn State University, October 2018.

“Is There a Feminist Continental Philosophy of Science?” Symposium for Women in Philosophy, Panteion University, Athens, Greece, June 2018.


“In the Realm of the Sensible,” on “Music, Dance, Philosophy,” with Gregory Nisnevich, Pacific Alliance for
Continental Thought, University of San Francisco, September 2017.


“Stop Trying to be Creative, Try Madness,” Plenary session, Deleuze and the Arts, Trinity University College, Dublin, Ireland April 2016.

“A Place of Love and Mystery, Questioning the Imperative,” Plenary session, PACT, Pacific Alliance for Continental Thought, Seattle University, Seattle, Washington, September 2015.

“Why not Timespace Instead of Spacetime?” Invited Symposium, Cosmic and Human Spacetime, KIAS, Korean Institute for Advanced Studies, Seoul, South Korea, August 2015.


“Love and One’s Own,” Single session paper, the Society for Phenomenology and Existential Philosophy,” Boston, November 2003


"The Time of Life," Keynote Address, Becomings: A Conference on Time, Memory and Futures, Department of Philosophy, University of Richmond, April 1997.


**Online Recording/References:**

https://slought.org/resources/reversible_destiny
http://conf.kias.re.kr/trans/2015-spacetime/international-conference/

**Publications:**

**Authored and Edited Books:**


*The Universal, (In the Realm of the Sensible).* Edinburgh University Press and Columbia University Press, co-
Gilles Deleuze and The Ruin of Representation, University of California Press, 1999. 298 p. (221 Citations)


**Encyclopedia and Handbook Articles:**


“Phenomenology and Time,” 50 Concepts for an Intersectional Phenomenology, Gail Weiss, Gayle Salamon, Ann Murphy, eds., Northwestern University Press, 2019


**Papers and Books, Journals in Press, Under Review and In Progress:**


“Merleau-Ponty and Man the Hero?,” at the International Cycle of Lectures: Phenomenology between times and places, Psychology Department of USP-Ribeirão Preto and Philosophy Department of UFSCar, Brazil. Translation into Brazilian in process.


Papers for Artist’s Books, Exhibitions, and Interviews:


Translated Articles:


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"Writer’s are Dogs,” in Crossings #4 (Fall 2001):145-160.


"The End of Phenomenology, Bergson’s Interval in Irigaray,” Hypatia vol.15, no. 3 (Summer 2000): 73-91.


Papers in Reviewed Edited Collections:


“Only Nature is Mother to the Child,” in Feminist Interpretations of Merleau-Ponty, Dorothea Olkowski and Gail Weiss, eds. Penn State University Press, 2006: 49-70.

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**Papers Published Online:**

"What is an Imperative?," Singularum: Lessons in Aesthetics, Special issue on the work of Alphonso Lingis.
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**Book Reviews:**


“The Philosophy of Simone de Beauvoir,” by Debra Bergoffen,” in the APA Feminist Newsletter, Spring 2001


**Invited Papers and Seminars:**


"Complexity and the Crisis in Deleuze’s Philosophy," University of Crete, Rethimno, Greece, June 2019.

"The Transubstantiation (Metousiosis) of the Transhuman (Metouanthropinos): A Change of Substance (Ousia)? (Are we all millennialists now?)" Through A Glass Darkly, UCCS Symposium, March 2019.

"Deleuze’s Nomadology,” Panteion University, Graduate Philosophy Seminar, Athens, Greece, June 2017.

"Deleuze and the Creative Brain,” Graduate Program in Art Theory, Bezalel University, Jerusalem, Israel, June 2017.

"Making Sense of Art, Music, Dance, and Philosophy,” with Gregory Nisnevich, John Carroll University, Cleveland, Ohio, March 2017.

"Idea, Multiplicity, Reflection, Merleau-Ponty’s Radical Concepts," National University of Ireland, Galway, Ireland, April, 2016.

"Phenomenology and Mathematics" Workshop, University of Turin, Turin, Italy, February, 2015.


"Gilles Deleuze, The Unconscious Between Capitalism and Calculus,” Emory University Graduate Seminar, Department of Philosophy, February, 2014.


"Gilles Deleuze, The Mathematical Structure of his Thought," Graduate Center for Advanced Graduate Seminar, February 2014.

"Kant in Contemporary Philosophy," Graduate Center for Advanced Studies, On-Line Graduate Seminar, January 2014.


"Gilles Deleuze, Is Capitalism Inevitable?” Amsterdam Free University, June, 2013.

"Gilles Deleuze’s Wrenching Duality: From Kantian Aesthetics to Francis Bacon’s Paintings,” Trent University, Peterborough Ontario, Canada, December 2010.

"The Rise of Philosophies of Life and the Human Condition,” King’s University College, University of Western Ontario, London, Ontario, Canada, November 2010.


"Larry Hassen-Merleau-Ponty’s Philosophy,” The International Merleau-Ponty Circle, Mississippi State University, Starkville, Sept. 2009.

Seminar on Deleuze and Mathematics, University of Western Ontario, Canada, Graduate Studies Program, March 2009.

"Deleuze and the Dark Precursor,” at Deleuze Camp 2, Cardiff University, Wales, August 2008.

"Deleuze and the Limits of Mathematics for Philosophy,” Department of Philosophy, Villanova University, March 2009.
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Philadelphia, PA, April, 2008.
“Every One a Crowd: Making Room for the Excluded Middle,” University of California, Santa Cruz, Dept. of Philosophy, May 2008.

“Beyond Narcissism - Women and Civilization,” University of Lodz, Dept. of Gender Studies, Lodz, Poland, June 2007.


“Violent Passions,” read at the University of Colorado Denver, Philosophy Colloquium, October 2003.

“What is Philosophy?” read at Colorado State University, Philosophy Colloquium, September 2003.

“The Individual, the State and Civil Life,” a seminar given at Florida Atlantic University, Graduate Interdisciplinary Program, November 2001.

“Merleau-Ponty and Objectivity,” read at the University of Kentucky, Department of Philosophy, November, 2000.

“Matter in Motion, Architecture and Sexuality,” read at the University of Pennsylvania, Kelly’s Writer’s House, Colloquium on Theorizing the Particular, October, 2000.


“The Myth of the Liberal Individual,” read at Florida Atlantic University, Department of Philosophy, February 2000.

“French Feminism and French Philosophy,” read at Florida Atlantic University, Program in Women’s Studies, February 2000.

“Derrida, Artaud-Deleuze, On the Limits of Perceptibility for Thought,” read at the University of Western Ontario, Program in Critical Theory, October, 1999.

“Women and Philosophy,” read at the University of Colorado, Colorado Springs and Boulder, Elizabeth Gee Memorial Award Lecture, March and April, 1999.

“Intuition, Image, and Memory, Creative Ontology,” read at the Northwestern University, Comparative Literature Colloquium on “Thinking Through the Image,” May 1998.

“Contemporary Aesthetics and Minority Politics,” presented at Brigham Young University, Department of Philosophy Graduate Student Seminar, January 1996.

“Gilles Deleuze and the Logic of Difference,” read at Colorado College, Department of Philosophy, March 1995.

“Irigaray and Deleuze, Body, Knowledge, and Becoming Woman,” read at the University of Calgary, College of Humanities, February 1995.

“Irigaray and Deleuze,” read at the University of Queensland, Queensland, Australia, July 1993.

“Irigaray and Deleuze,” read at the University Sydney, New South Wales, Australia, July 1993.

“The Ruin of Representation,” read at the Humanities Research Center, Australian National University, Canberra, Australia, July 1993.

“Minor Concensus on Race and Sexuality,” read at Murdoch University, Western Australia, August 1993.


“Deleuze on Nietzsche and the Tragic” read at the Collegium Phaenomenologicum, Summer Institute for post-doctoral and doctoral students, Perugia, Italy, July 1991.

“Poussin to Pornography,” read at the University of Colorado, Colorado Springs, Women’s History Month, March 1991.


“Gender Ambiguity in F.W. Murnau’s ‘Nosferatu,’” read at The Baptist College of Charleston, April 1990.

“The Completion of Space and Time,” read at the Clemson Architecture Center, College of Charleston,
March 1989.
"Kant, Heidegger, and the Limits of Beauty," read at the University of Toronto, Department of Philosophy, Ontario, Canada, February 1989.

Conference Papers and Participation


“The Crystalline Brain, Madness and Creativity,” Society for Phenomenology and Existential Philosophy, Utah State University, Salt Lake, UT, October 2016.

“Colonization and the Creation of Asian Sex Tourism” Pacific Association for the Continental Tradition 2016: Colony and Resistance, University of Hawai‘i-Hilo, September 2016.


“A Place of Love and Mystery, Questioning the Imperative,” Plenary session, PACT, Pacific Alliance for Continental Thought, Seattle University, Seattle, Washington, September 2015.

“Why not Timespace instead of Spacetime?” Invited conference at KIAS, the Korean Institute for Advanced Studies, Seoul, South Korea, August 2015.


“Neo-Materialism and the Future of Feminist Phenomenology” Feminist Phenomenology Futures Conference,


“Arendt: From Science to Ethics,” at the International Association of Women Philosophers, University of Western Ontario, June 2010.

Bergson, Merleau-Ponty, and the Temporality of Objects, Southwest Society for Continental Philosophy, University of New Mexico, May 2010.


“Thermodynamics and the Cone of Memory, Response to David Morris,” Society for Phenomenology and Existential Philosophy, Duquesne University, Pittsburgh, October 2008.


“Letting Go the Weight of the Past, Beauvoir and the Ethics of Joy,” University of Vienna, International Conference on Simone de Beauvoir’s The Coming of Age, February 2008.


October 2006, Vechta University, Germany.

“Under Western Eyes, The Politics of the Universal,” Capitalism and/or Patriarchy Conference in Gender Studies, Organized by the Centre for Gender Studies, European Humanities University international, June 22-24, 2006. Vilnius, Lithuania


“Love and One’s Own,” Single session paper, the Society for Phenomenology and Existential Philosophy,” Boston, November 2003


“What is Philosophy? Why there are no Deleuzians,” Invited paper read at the Collegium Phenomenologicum, Citta di Castello, July 2003.

“Cinema, Image, Sequence,” with Marek Grabowski, read at the University of Denver, Interdisciplinary Humanities Colloquium on the Image, April, 2003.


“Love and the Caress,” the Association for the Psychoanalysis of Culture and Society, University of Pennsylvania, October, 2002.

“Of Love and Hatred,” the International Association for Philosophy and Literature, Erasmus University, Rotterdam, June, 2002


“Masochism in American Culture,” the International Association for Philosophy and Literature, Spelman College, May 2001


“Gail Weiss’s Body Images, Ontology and Ethics in Feminist Phenomenology,” Society for Phenomenology and Existential Philosophy, Penn State University, October 2000


“Materiality and Language,” read at the International Association for Philosophy and Literature, SUNY Stony Brook, May 2000.

“Feminism and French Philosophy” Paris-SubStance conference, University of Western Ontario, October, 1999.


"Writer’s Are Dogs," Rhizomatics, Genealogy, Deconstruction Conference, Trent University, May, 1999.


"The Time of Life,” Keynote Address, Becomings: A Conference on Time, Memory and Futures, Department of Philosophy, University of Richmond, April 1997.


"Response to Carlo Sini, Speaking and Writing Among the Greeks,” read at the International Association for Philosophy and Literature, University of Edmonton, May 1995.


"Irigaray and the Logic of Becoming-Woman,” Society for Phenomenology and Existential Philosophy, Loyola University of New Orleans, October 1993.

"The Postmodern Dead-End,” "Rethinking the Political” Conference, Melbourne University, Victoria, Australia, June 1993.

Women, Representation, and Culture,” Keynote Address” "Forces of Desire” Conference, Australian National University, Canberra, Australia, August 1993.
"Deleuze's Spinoza," International Association for Philosophy and Literature, Duquesne University, May 1993.


"On Relaxing the Imaginary," International Association for Philosophy and Literature, University of California at Irvine, May 1990.


"Narrative and Psychoanalysis," Commentary, International Association for Philosophy and Literature, Emory University, May 1989.


"Mastery and Representation in Discourse," International Association for Philosophy and Literature, University of Seattle, May 1985.


Grants:
University of Colorado, Committee on Research and Creative Works Research Grant, 2017-2018.
University of Colorado, Women’s Committee Research Grant, 2016.
University of Colorado, Minority Affairs Committee Research Grant, 2016.
University of Colorado, Colorado Springs, Humanities Program Grant to attend Digital Humanities Workshop, Amsterdam, Netherlands, 2015-16.
University of Colorado, Colorado Springs, University Online Course Development Grant, 2014, PHIL 3000.
University of Colorado, Colorado Springs, University Online Course Development Grant, 2013, HUM 3990.
University of Colorado, Colorado Springs, LAS Grant to attend the Digital Humanities Workshop, Radboud University, Nijmegen, Netherlands, June 2013.
University of Western Ontario, Feminist Phenomenology Futures SHRRC Grant Contributor, May 2013.
University of Colorado, Colorado Springs, FAWC Grant, Fall 2011.
University of Colorado, Colorado Springs, Diversity Grant, Spring 2010.
University of Colorado, Colorado Springs, Sabbatical Year Grant, 2010-2011.
University of Colorado, Colorado Springs, WEST Speaker’s Grant, Fall 2009.
University of Colorado, Colorado Springs, FAWC Speaker’s Grant, Fall 2009.
University of Colorado, Colorado Springs, VAPA Speaker’s Grant, Fall 2009.
University of Colorado, Committee on Research and Creative Works Grant for research, Fall 2009.
University of Colorado, FAWC Grant to attend Gender and/or Partriarchy conference, Vilnius, Lithuania, June, 2006.
University of Colorado, Committee on Research and Creative Works Grant for research, Summer 2005.
University of Colorado, FAWC Grant for research, Summer 2004.
Network Information and Systems Security Research Grant, with Marek Grabowski, Physics, University of Colorado, Fall 2003.
Network Information and Systems Security Research Grant, with Marek Grabowski, Physics, University of Colorado, Summer 2003.
University of Colorado, Colorado Springs, Sabbatical year grant, 2002.
University of Colorado, President’s Fund for the Recruitment and Retention of Minorities and Women, grant for Robin Durie lecture on Women’s Self-Portraiture, April, 2002.
University of Colorado, Women’s Studies Course Development Grant for “Philosophy of Love,” 2000.
University of Colorado, FAWC grant for publishing expenses, 1999.
University of Colorado, FAWC grant to develop an interdisciplinary course in Women’s Studies, Physics and Philosophy, 1998.
University of Colorado, Colorado Springs, Committee on Research and Creative Works grant for research and editorial assistance on The Ruin of Representation, Summer 1997.
University of Colorado, Colorado Springs, Sabbatical year grant to write The Ruin of Representation, Spring 1997.
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University of Colorado, Colorado Springs, FAWC grant for research on The Ruin of Representation, Summer 1996.
University of Colorado, Colorado Springs, FAWC for Summer Research, 1996
President's Fund for the Humanities grant for a Women's Studies Concert and Lecture Series: "Women's Studies, New Directions, Spring and Fall 1994.
President’s Fund for the Humanities, University of Colorado, for a lecture series on Feminism in the Public and Private Spheres, Spring and Fall 1993.
President's Fund for the Humanities, University of Colorado, for a lecture and a concert series sponsored by the Center for Women's Studies at the University of Colorado, Colorado Springs, Spring 1992.
President’s Fund for the Humanities, University of Colorado, for a film and video library for the Center for Women's Studies at the University of Colorado, Colorado Springs, Fall 1991.
President's Fund for the Humanities, University of Colorado, for the Hiring and Retention of Minorities and Women, to support lectures by Professor Elizabeth Grosz at the University of Colorado, Colorado Springs and Denver, Fall 1991.
Committee for Creative Works and Research, University of Colorado, Colorado, Summer Stipend to complete the manuscript of Gilles Deleuze and the Theatre of Philosophy, Summer 1991.
President’s Fund for the Humanities, University of Colorado, System Wide Grant, for "The Sixteenth Annual Merleau-Ponty Circle, to be held at UCCS, September 1991.
NEH Summer Seminar for College Professors, University of California at Berkeley on ”Modernism and Its Discontents: Film Literature, and Myth in the Weimar Republic,” Summer 1989.
College of Charleston, College Grant for Fall 1988 for research at George Washington University Library. Topic: "Representation in Painting"

External Thesis Committees:
Sotiria Isimi Gounari, "Political Affect: Deleuze and the Case of Marlene Dumas, “ Ph.D. Department of Philosophy, National and Kapodistrian University of Athens, Ongoing through 2021.
Christinia Landry, “Beauvoir’s Existentialist Ethics, What the Visible Can Teach Us About the Ethical," Ph.D. Wilfred Laurier University, Waterloo, Canada, 2011.
Kate McFarlane, “Corporeal Tracings,” Ph. D. Macquarie University, Australia 2005.
Louise Basset "Paradoxe assurément: Michèle Le Doeuff’s philosophical imaginary.” Ph.D. Australian National University, Fall 2003.
Daniel Nicholls, Ph. D. Macquarie University, Australia Ph1997.
MA IN HUM FULL PROPOSAL


Leslie Kinsman, Ph. D. Duquesne University, 1995

Ronald Carrier, Ph.D. Northwestern University, 1995.

Recent Internal Thesis Committees
Paola Carrasco (2019)
Alyssa Khamma (2019)
Sebastian Krakowski (2019)
Heather Marx (2019)
Ana Partida (2019)
Alex Sharp (2019)
Asia Zanders (2019)
Daryl Jackson (2018)
Tamara Saunders (2018)
Ian Brands (2015)
Zac Bryant (2015)
Patrick Burkhardt (2015)
Phillip Clark (2015)
Camille Harrison (2015)
Shannon Hernandez (2015)

Service to the Profession:
Review of “Déjà vu or déjà vecu of coexistent images” for the journal Problemos, May 2021
Review of Feminism: A Quick Immersion by Noëlle McAfee for publication promotion, 2021
External Review of Research for Tenure and Promotion to Associate Professor for David M. Peña-Guzman, College of Liberal Studies, San Francisco State University, September 2020.
Committee for Post-Tenure Review of Rex Welshon, Department of Philosophy, University of Colorado, Colorado Springs, September 2020.
Article Manuscript Review, “‘From Hjelmslev’s Glossematics to Deleuze and Guattari’s A Thousand Plateaus,’ for Deleuze and Guattari Studies, December 2019.
Book Length Manuscript Review, University of Nebraska Press, Gregg Lambert, The People are Missing, August 2019.
MA IN HUM FULL PROPOSAL

External Reviewer, Theory, Culture, and Society, 2018
Committee for Promotion to Full Professor for Glen Whitehead, 2018
Tenure and Promotion Review, Shiloh Whitney, Fordham University, Fall 2018.
Promotion Review, Glen Whitehead, VAPA, UCCS, Fall 2018.
Manuscript Review, Open Philosophy, May 2018
Tenure Review External Reviewer, Gabriel Rockhill, Villanova University, 2017.
Tenure Review Committee, Department of Philosophy, Jeff Scholes, Fall 2016.
Third Year Review Committee, Department of Philosophy, Jeff Scholes and Geoff Ashton, Fall 2015.
External Reviewer, Promotion to Full Professor, Paul Livingston, University of New Mexico, 2015.
Dept. of Philosophy, External Review Committee, Adelphi University, Fall 2013.
Chair, Post-Tenure Review Committee, Raphael Sassower, Dept. of Philosophy, University of Colorado, Colorado Springs, 2012.
Chair, Primary Tenure Review Committee, Sonja Tanner, Dept. of Philosophy, University of Colorado, Colorado Springs, 2011.
External Tenure Reviewer, Ann Murphy, Dept. of Philosophy, Fordham University, 2011.
Primary Review Committee, Jacqueline Berning, Biology, Promotion to Full Professor, Fall 2009.
Chair, Primary Review Committee, Sonja Tanner, Dept. of Philosophy, University of Colorado, 2006.
Promotion Committee, Jennifer Jeffers, Dept. of English, Cleveland State University, 2006.
VAPA Search Committee, Gallery Director, Spring 2006.
Department of Philosophy Search Committee, Ancient Greek, Spring 2005.
Promotion Committee, Mary Ann Cutter, University of Colorado, Colorado Springs, Fall 2002.
Review Committee, Penelope Deutscher, Northwestern University, Spring, 2002
Promotion Committee, Robert Sackett, University of Colorado, Colorado Springs, Fall 2001
Tenure and Promotion Primary Committee, David Morris, Trent University, Peterborough, Ontario, Canada, Fall 2001
Research Review Committee, Susan S. Stocker, Goucher College, Fall 2000.
Chair, Research Review Committee, Mark Tanzer, University of Colorado, Denver, Fall 1999
Tenure and Promotion Primary Committee, Abby Ferber, University of Colorado, Fall 1999.
Tenure and Promotion Primary Committee, Rex Welshon, University of Colorado, Fall 1999.
Tenure and Promotion Review Committee, Patricia Glazebrook, Colgate University, Summer 1999.
Promotion Review Committee, Vickie Kirby, University of New South Wales, Australia, Fall 1998.
Assessor, Australian Research Council, 1999 Large Research Grant for Penelope Deutscher and Kelly Oliver, July 1998.
Tenure Review Committee, Scott Durham, Northwestern University, Fall 1998.
Tenure Review Committee, Gail Weiss, George Washington University, Fall 1997.
Tenure Review Committee, Margie Hass, Muhlenberg College, Fall 1997.
Preliminary Review Committee, Abby Ferber, University of Colorado, Colorado Springs, Fall 1996.
Tenure Review Committee, Lawrence Hass, Muhlenberg College, Fall 1996.
Chair, Program Committee, Society for Women in Philosophy, Eastern Division, 1995-6.
Reviewer, Villanova University, Faculty Research Grant for John Carvalho, 1995.
Chair, Tenure Research Committee for Professor Honi Fern Haber, University of Colorado, Denver, Tenure
Tenure Review Committee for Professor Ursula Niklas, Indiana University, 1994.
Tenure Review Committee for Professor Amy Mullin, University of Toronto, 1994.
Executive Committee, Society for Phenomenology and Existential Philosophy, Fall 1993 - Fall 1996.

**Departmental and University Service:**

- Promotion to Full Professor Committee, Sonja Tanner, 2019.
- Post-Tenure Review Committee Chair, Raphael Sassower, 2017.
- Post-Tenure Review Committee, Mary Ann Cutter, 2017.
- Member, Primary Review Committee for Professor Amy Silva-Smith, College of Nursing, UCCS, 2016-17.
- Chair, Department of Philosophy Committee on Online Teaching President’s Fund for the Humanities, 2015 and continuing.
- UCCS Provost Search Committee, 2013.
- Faculty Assembly Council, 2004-2013.
- Chair, UCCS Faculty Assembly Women’s Committee, 2004 - 2013.
- Chair, UCCS Dept. of Philosophy, Committee on Teaching and Curriculum, 2005 – present.
- Co-Chair, UCCS Dept. of Philosophy Personnel Committee, 2011 – present.
- Co-Chair, UCCS Dept. of Philosophy, Philosophy Club Committee, 2005 – 2006.
- Member, President’s Fund for the Recruitment and Retention of Minorities and Women, 1998-2003.
- UCCS Campus Sponsored Research Committee, University of Colorado, 2001-2002
- UCCS Dean’s Five Year Review Committee, University of Colorado, 2001.
- UCCS, Search Committee for Director of Women’s Studies, Fall 2000-Spring 2001.
- UCCS Co-Chair, Department of Philosophy, 1999-2002.
- UCCS, College of Letters, Arts, and Sciences, Outstanding Research Award Committee, 1999.
- UCCS, College of Letters, Arts, and Sciences, Salary Grievance Committee, Spring 1999- present.
- UCCS, Department of Philosophy, Acting Chair, Fall 1997 and Summer and Fall 1998.
- Elizabeth Gee Memorial Award Committee, 1998.
- UCCS, LAS, Rhodes Scholar Assessment Committee, Fall 1998.
- UCCS, Faculty Assembly Women’s Committee, 1995 - 1998.
- President’s Fund for the Humanities Committee, 1996 - 1998.
- UCCS Center for Women Advisory Committee, Fall 1993 - 1995.
- Student Advocacy Committee, Fall 1993.
- Faculty Representative, Dean’s Committee to determine the future of the UCCS Geology Program, Fall 1992.
- Women’s Committee Representative, Ad Hoc Committee to create a UCCS Sexual Harassment Policy, Spring and Fall 1992.
- Co-Chair, University of Colorado, System-wide, Faculty Council Women’s Committee, Fall 1990-Spring 1994.
- Chair, University of Colorado, Colorado Springs, Faculty Assembly Women’s Committee, 1990 - Spring 1992.
American Studies Committee, University of Colorado, Colorado Springs, 1990 - present.
Humanities Program Faculty, University of Colorado, Colorado Springs, 1990 - present.
Faculty Representative, The Research and Development Committee, College of Charleston, 1987 - 1990.
Faculty Advisor, Philosophy Club, College of Charleston, 1987 - 1990.

Graduate Courses:
Cognition and Emotion
Phenomenology
Maurice Merleau-Ponty
Bergson and Deleuze
French Feminist Theory
20th Century Continental Philosophy
Continental Philosophy and Science
Philosophy of Language: Analytic and Continental

Undergraduate Courses:
Through a Glass Darkly
Cognitive Studies: Cognition and Emotion
Cognitive Studies: Love and Hate: Philosophy, Literature, Cognition
Continental Philosophy: Phenomenology
Continental Philosophy: Mid-20th Century Continental Philosophy
Feminist Theory
History of Philosophy: Kant and the Enlightenment
Philosophy of Language: Analytic and Continental
Philosophy of Art
Philosophy of Psychology
Philosophy of Science
Philosophy of Science – Cosmology and Culture
Philosophy of Science: Cyborgs and Philosophy
Philosophy of Science: Technology, Film, Culture
Graduate Executive Committee Proposal
March 3, 2022

COLLEGE: Letters, Arts & Sciences – Department of Psychology

REQUEST: Revision to degree program: MA in Psychology, Clinical Track

TIMELINE: Changes would be implemented in fall 2022

CONTACT: Dr. Leilani Feliciano, Professor and Director of Clinical Training, Ifelicia@uccs.edu

Description of Program

The clinical track of the Master of Arts in Psychology is an adult-focused program that follows the Boulder scientist/practitioner training model which emphasizes the integrated roles of science and practice. Training in the applied skills of clinical assessment and intervention requires a thorough understanding of the range of human functioning. The database of the psychological literature is our groundwork and the scientific method guides our work. We require students to develop an understanding of how this database is generated, how to evaluate its utility, and how to apply it. Thus, all students are required to take the core of methodology and basic psychology courses in addition to the clinical core and a practicum experience in the community.

The clinical core requirements are the focus of this request for adding a requirement of a course for the clinical practicum. In addition to didactic courses that build competencies in foundational knowledge and skills relevant to clinical psychology, students must take a practicum to begin learning professional skill implementation. Practicum experiences are completed at several sites either on-campus (e.g., the University Wellness Center or the UCCS Aging Center) or in the community under licensed, Ph.D.-level supervision. The goal of these experiences is to expose students to clinical settings, to the roles of clinical psychologists, and to begin the development of clinical skills. Placements must be approved by the Associate Director of Clinical Training. Most sites require a 10-12 month commitment and students are expected to work approximately 15 hours per week at their site, or a minimum of 450 hours.

Proposal. Add a requirement of 2 semesters of PSY6740 Clinical Practicum (1.5 cr) for the clinical MA program.

Rationale for Adding MA Practicum Course Requirement Proposal

Although required, the practicum requirement is not associated with course requirements, and thus there is no documentation of its completion on transcripts (although documentation of completion of practicum is kept within the department).

History. In distant past, the practicum was part of the course requirements for the 6720 (Ethics and Professional Standards of Practice) and 6730 (Cultural and Family Diversity) but as the
content of those courses was reshaped to meet accreditation requirements, practicum was omitted as a requirement associated with those courses. At one time, 50% of course grade came from practicum. In recent years, that is not true.

An effort to add a practicum requirement in 2020 was rejected by the Graduate Executive Committee because insufficient rationale was provided for adding credits to an already high credit MA degree requirement of 44 credits (curriculum requirements attached).

MA students who take clinical practicum in the UCCS Aging Center where they are supervised by faculty must take PSY6740 Clinical Practicum for 1.5 cr/semester. This is the only way in which faculty workloads can reflect their instruction for these students. Students at all other sites do not take this course currently.

**Benefits.** The presence of these courses on their transcripts documents the completion of that requirement. Pragmatically, it helps those who apply for MA level licensure and documents the practicum experience of those proceeding to PhD programs. Each year, multiple students must request this documentation from the Director of the program in a letter because the transcript lacks evidence of courses as is the typical practice in the field, and in our PhD program.

Accreditation of MA programs is an emerging option in clinical psychology and is one that our program is looking into. Documentation of practicum with course credits will align with that process.

Faculty workload in overseeing and/or supervising practicum can be tracked.

Added tuition for students in a MA program that requires almost as many credits (44 currently; 47 in this plan) as some PhD programs.

Students who register for PSY6740 will no longer need to purchase their own liability insurance.

**Resources to Support Change**

There are no additional costs associated with the additional coursework because the work is already being accomplished by the Associate Director of Clinical Training.

**Approval Process**

The clinical faculty in the Department of Psychology, have approved the increase in the program credit hours from 44 to 47 credits.

Requires approval of the Graduate Executive Committee.
MA Curriculum Requirements, by Year (taken from Psychology website 2-17-22)

YEAR 1

Fall:
PSY 5710 - Clinical Skills Laboratory
PSY 5810 - Research Statistics and Methodology I
PSY 6780 - Advanced Psychopathology

Spring:
PSY 5820 - Research Statistics and Methodology II
PSY 6850 - Clinical Interviewing and Personality Assessment
PSY 6920 - Seminar: Psychotherapy
PSY 6xxx - a Core Content Course

YEAR 2

Fall:
PSY 6030 - Research Practicum
PSY 6720 - Professional Development I - Ethics & Standards of Practice
PSY 6860 - Cognitive Assessment or PSY 6870 - Clinical Neuropsychology*
PSY 7000 - Masters Thesis

Spring:
PSY 6730 - Professional Development II - Cultural and Family Diversity
PSY 7000 - Masters Thesis
PSY 6000 - a Core Content Course

You may take a core content course in the fall or spring of your second year based on course preference; two core content courses are required to obtain the degree.

* Note: We advise students to take PSY 6860 - Cognitive Assessment unless there is a specific reason to take PSY 6870 - Clinical Neuropsychology. Please consult with the Director of Clinical Training.
The Daniels Fund Ethics Initiative Collegiate Program (DFEI) at UCCS is seeking applications from full-time faculty and staff to serve as a DFEI Fellow (Ethics Fellow) for the August 2022 to July 2023 school year from all academic disciplines. We especially encourage applicants from the Graduate School to take part in the ethics fellow program. Please share this message to faculty or staff that would be most interested in this opportunity.

Who is eligible to be a UCCS DFEI Fellow? Ethics Fellows must be a full-time educator at UCCS. Included are tenured/tenure track faculty, clinical faculty, full time non-tenured track instructors, and full-time staff responsible for an academic or student program. Faculty/educators may not have been an Ethics Fellow at UCCS in the past.

A DFEI at UCCS Ethics Fellow encourages learning opportunities in ethical thought and decision making to their respective college and area of focus as well as develop materials for ethical education in the classroom, workshop, or other platform. Ethics Fellows share their ideas in Ethics Roundtables at UCCS. During their term (academic year), they serve as the primary contact for their college and area of focus to the DFEI at UCCS team. A DFEI Ethics Fellow earns a stipend of $5000 and receives training and support from the DFEI at UCCS. Information on the program and application process is attached and found at FAQ page of the DFEI Collegiate Program Website.

The application process requires the identification of a project to complete during the academic year that will enhance student learning of ethical issues and ethical decision-making skills. Examples of projects are available at the DFEI at UCCS website in the “Ethics Experts” section and the DFEI at UCCS YouTube Channel. Projects could launch a new course, incorporate ethics throughout the existing courses with assignments, cases, or experiential learning, develop curriculum and activities for workshops for community or K-12 students, or create tools for campus use in addressing ethical issues. The projects may be conceptual, detailed implementation is not necessary for the application process.

Your support for ethics education at UCCS has been most appreciated. Our Ethics Fellows are catalysts for students to realize that learning ethical decision-making and practicing ethical leadership will make them a better person and a better employee when they are out in the workforce.

We ask that applications are made online at UCCS DFEI Fellow Application by April 29. If applicants need more time, or want to discuss ideas, please contact Tracy Gonzalez Padron at tgonzale@uccs.edu or meet via teams.

We plan an on-campus Welcome Dinner/Orientation for Ethics Fellows, Champions & Ambassadors in August 2022 prior to the fall semester. Once the date is confirmed, we will send a save the date for your invitation to the Welcome Reception and Dinner.

We look forward to opportunities to engage in ethics on our campus!

Best regards,

Karen & Tracy
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<tr>
<th><strong>Karen S. Markel</strong></th>
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<tr>
<td>Dean and Professor</td>
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<tr>
<td>College of Business</td>
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<tr>
<td>University of Colorado Colorado Springs</td>
</tr>
<tr>
<td>1420 Austin Bluffs Pkwy</td>
</tr>
<tr>
<td>Colorado Springs, CO 80918</td>
</tr>
<tr>
<td>Office Phone: 719-255-3113</td>
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<table>
<thead>
<tr>
<th><strong>Tracy Gonzalez-Padron, PhD</strong></th>
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<tbody>
<tr>
<td>Director, Daniels Fund Ethics Initiative Collegiate Program at UCCS</td>
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<tr>
<td>Professor, Marketing &amp; International Business</td>
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<tr>
<td>College of Business and Administration</td>
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<tr>
<td>University of Colorado at Colorado Springs</td>
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<tr>
<td>Office: Dwire Hall 355D Phone: 719-255-3794 Fax: 719-255-3494</td>
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<td>Mobile: 616-862-6855</td>
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See more information at our website at: [Daniels Fund Ethics Initiative at UCCS](#)