



Similarly, in the previous statement, Dr. Lewis acknowledged the  
and  
confined within our own campus

approach, merely creating opportunities for this kind of work to be honored *in addition to*  
traditional academic work rather than reconsidering the evaluation of the work itself.  
Additionally, the scholarly expectations at third-year, tenure, and Full Professor review in the  
2014 statement were not considerate of invisibilized labor or teaching expectations at Colorado  
College, which impact faculty of color disproportionately. Our revised statement addresses this

participatory action research, myriad forms of activism, artistic and creative expression, public  
performance, archival research, lab-

Dean Fhagen suggested we - aid our peers in  
understanding the way our field is distinct, but not always entirely different, from others for  
which this particularity is not of paramount concern. We did so briefly in the requirements  
sections for third-year, tenure, and Full Professor review by writing that faculty in our program

-profit organization or  
-year review section. Further allows the  
candidate and/or program director or file chair to identify other relevant audiences and projects  
that fulfill this requirement.

Dean Fhagen suggested we be more thoughtful about professional scaffolding, which resulted in  
significant revisions regarding publications and grants or fellowships. More specifically, we now  
require third