



UNIVERSITY of  
DENVER

PIONEER LEADERSHIP PROGRAM

September 13, 2023

Dear Promotion Committee for Dr. Trisha Teig,

I enthusiastically recommend the promotion of Dr. Trisha Teig from Assistant Teaching Professor to Associate Teaching Professor. Her demonstration of distinction in all three dimensions of teaching, service and scholarship meets and exceeds the highest of criterion of excellence for this promotion.

I had the distinct pleasure of hiring and supervising Dr. Teig from September 2018- June 2023 as a Visiting Teaching Assistant Professor and then Teaching Assistant Professor serving 60% time in the newly established Colorado Women's College Leadership Scholars Program and 40% in the historic PLP Leadership Studies undergraduate program. Early on it became evident that we had hired a brilliant teacher, scholar, and leader in higher education. Since then, Dr. Teig has consistently demonstrated an outstanding ability to juggle different teaching and administrative roles spanning both programs and soon became the Director for CWC Leadership Scholars program.

As you can see from Dr. Teig's promotion documents, her teaching statement is well developed, providing a clear window into her student learning focus which deeply values "an experiential and co-created classroom environment" (Teig Teaching Statement). This intent is oft expressed by faculty yet challenging to accomplish. For Trisha, it is central to who she is and how she skillfully transforms a classroom into a learning environment. This transformative learning experience unambiguously is confirmed by students in her course evaluations which consistently exceed 5.0 scores for an inclusive class environment and effective instructor. It is then repeated in students written statements that mirror the scores. Admirably she has taken the CWC curriculum, which somewhat mirrors PLP's, and infused and centered gender equity readings, inclusive representation and social justice learning goals.

As mentioned in Dr. Teig's 2021 continuation documents, she has actively broadened the inclusive pedagogy of the overall Leadership Studies curriculum and continues to do so. She has been resolute in continuing excellence in assessment and evaluation of ideologies, identities and backgrounds of authors and theories covered in the leadership studies minor which remain critical for the important work of decolonizing the curriculum. Furthermore, Dr. Teig has continued to benefit the larger undergraduate education experience by offering a successful course in various formats entitled, "Gender and Leadership". Her course unsurprisingly received high marks for strength of instructor and content learned. This has now become a core course in the CWC program as well.

Relationally, Dr. Teig is a role model for student mentorship and creating true self-regulated learners. Both the CWC and PLP program students give compelling positive feedback that affirm Dr. Teig as a nurturing and challenging instructor:

*"Professor Teig is approachable and supportive. She makes it obvious that she is an ally for all and helps us advocate for ourselves in and out of the classroom."* CWC Student

*"One of my favorite instructors so far. She constantly is challenging students to think beyond the classroom with both our course content and non-class related conversations."* PLP Student

Several of the leadership faculty have co-taught with Dr. Teig including myself, Dr. Paul Kosempel and Effley Brooks. Her collegiality, respect and rigor in working with other faculty is unmatched. She is known through firsthand observation by her peers to be more than prepared and adept in delivering content that becomes central to the learning experience for each class. Her inclusive style of drawing all students into the dialogue is admirable whether it be in CWC, PLP, online interterm courses, or the Ireland international travel course. Additionally, Trisha has tirelessly contributed like a pro to course construction, assessment, and revisions over the past six years, taking active roles that demonstrate a more seasoned level of wisdom and productivity. Her influence on the leadership studies curriculum has deepened the connections of theory and praxis, strengthening inclusive learning outcomes for students. Again, this shows in her course evaluations and year-end student program surveys as well as first hand peer observations. Her constant participation in OTL workshops and institutes over the years, demonstrates openness for ongoing self-reflection to optimize her teaching and learning. This is self-evident and documented in her vita. She is an avid learner.

Dr. Teig has likewise exceeded in service to the university and beyond. As soon as Trisha arrived, she became a confident and astute faculty director of the CWC Leadership Scholars Program in just its fourth year. She has continued to do outreach and service to the various alumni groups and programs of CWC that were not originally in her role when there was a CWC dean. She continues to raise money and create opportunities for alumni and students alike that continue the best of the legacy of the Colorado Women's College and The Women's College. Trisha does not shy away from leadership and service, taking care to build healthy collaborative relationships which continues to affirm the history of CWC as well as the future CWC. Her service as Faculty Director has made it possible for this program to really thrive with students who are more than engaged at DU and persist to excellent alumni and mentors again.

You will see from Dr. Teig's service that she has been generous with her time for university service and beyond. She has represented the department in Undergraduate Council taking on a larger university commitment to be thoughtful and open in support of other units. Her participation in OneDay4DU has helped to promote an understanding of the program and support for students in need. She became the co-lead for the WORC group after participating in prior years and being recognized as trustworthy in this important racial reconciliation work. She has willingly served various roles with HER DU. Her commitment to HER DU has been strongly linked to the student experience and she has been a bridge to the student role in that conference. Beyond DU she is a sought-after community partner and professional. She serves in both the International Leadership Association, which is the academic home for many leadership education scholars, and with the Leadership Education Institute which bridges the student affairs and leadership scholars' worlds. She is known in many of these circles as a collaborator and supporter for those wishing to be their best in the growing leadership education field.

Scholarly contributions in our department can range from 0-10% in our teaching lines. When we first hired Dr. Teig we were able to entice her to commit to DU with an additional \$10,000 stipend for summer research that would support the new CWC as an equity building institute of sorts. Unfortunately, that fund was withdrawn with the university decision to completely close CWC. Disappointing as it was for her (and me as the hiring manager), Dr. Teig did not withdraw from her research interests and instead moved forward with even more energy. She loves research. And she loves writing. And she loves including others in her endeavors. Dr. Teig has been a role model for keeping the

door open with her opportunities and inviting others in, whether they be emerging scholars or students. She has co-published endlessly as seen in her CV over the past six years, and she has edited several works and books. She will have a book coming out in early 2024, entitled *Rooted and Radiant*, which exemplifies her ushering in of young women leader's voices. She has had numerous presentations, trainings and podcasts throughout these past years that exceeds many tenure line senior faculty. She spans the leadership education world and NASPA worlds with ease, showing a versatility in her scholarship.

It is clear that Dr. Trisha Teig has outpaced her role of Teaching Assistant Professor and is more than worthy for promotion to Teaching Associate Professor. If I could wave a magic wand to remedy the past omission of hiring her with an option for early promotion, I would bestow the full Teaching Professor title upon her! But alas, without waiver, I implore you to wholeheartedly support Dr. Teig's promotion to Teaching Associate Professor. Her excellence in inclusive pedagogy of teaching, her deep value of supporting students for transformational learning, her generous spirit of service and most energetic productivity in scholarly work is unmatched and deserving of this recognition. I look forward to seeing what Dr. Teig will do in the years to come as we support her without hesitation.

Sincerely,

A handwritten signature in cursive script, appearing to read "Linda Olson", written in black ink.

Linda G. Olson, Ph.D.  
Teaching Professor, Leadership Studies