

**Combined MINUTES
Boulder Faculty Assembly
Boulder Faculty Senate
November 4, 2010**

Attendance

Boulder Faculty Senate Members Attending (not also BFA members) included:

Bruce Benson	Christian Kopff	Lee Potts
Georgia Briscoe	Paul Levitt	Larry Singell
Phil DiStefano	Dayna Matthew	James White

BFA Members Attending

Frank Beer	Antonia Green	Susan Moore	Elizabeth Skewes
Gregory Camilli	Robert Hermanson	Page Moreau	Ted Snow
Greg Carey	Suzanne Hudson	Carrie Muir	Mark Squillace
Eric Chwang	Lori Hunter	Uriel Nauenberg	Ted Stark
John Cumalat	Peggy Jobe	Robert Nauman	Steve Vanderheiden
Kim Dickey	Arthur Joyce	Robert Parson	Martin Walter
Doug Duncan	Dave Kassoy	Michael Preston	Paul Weimer
Bill Emery	Buzz King	Karen Ramirez	Ahmed White
Frank Eparvier	Daria Kotys-Schwartz	Antje Richter	Wendy Young
Maw Der Foo	Catherine Kunce	Fernando Riosmena	
Phil Graves	Shelly Miller	Joe Rosse	
Carmen Grace	Jeff Mitton	Bob Schulzinger	

BFA Members Not Attending

Ernesto Acevedo-Muñoz	Lynn Harvey	Melinda Piket-May	Deward Walker
Kwasi Ampene	Andy Hoenger	Isaac Reed	Jeff Weiss
Sedat Biringen	Patrick Kociolek	Joe Ryan	
Andrew Calabrese	Graziana Lazzarino	Eckart Schutrumpf	
Andrew Cooperstock	Congming Li	John Toth	

Liaisons & Observers

Jennifer Davis, Staff Council

Special Guests

Bruce Benson, President of the University of Colorado
Phil DiStefano, Chancellor of the University of Colorado at Boulder
Deborah Fowlkes, Executive Director of the CU Boulder Alumni Association
John Frazee, Director of the Office of Faculty Relations
Lee Potts, Faculty Ombudsperson
Larry Singell, Faculty Ombudsperson

The Boulder Faculty Assembly held a joint meeting with the Boulder Faculty Senate on November 4, 2010 in the Wolf Law Building, Room 207. BFA Chair Joe Rosse presided over the BFA meeting.

Faculty Senate Chair and BFA Vice Chair Ahmed White presided over that portion of the meeting in which the annual meeting of the Boulder Faculty Senate convened. The BFA meeting convened at 4:03 p.m., recessed at 4:04 for the Faculty Senate meeting, re-convened at 5:00, and adjourned at 5:35 p.m.

I. Introduction

BFA Chair Joe Rosse convened the November BFA meeting and, to maximize time with today's distinguished guests, immediately called a recess for the annual meeting of the Boulder Faculty Senate. Rosse yielded the floor to Boulder Faculty Senate Chair and BFA Vice Chair Ahmed White.

II. Meeting of the Boulder Campus Faculty Senate

White welcomed President Bruce Benson and Chancellor Phil DiStefano.

PRESIDENT BRUCE BENSON

President Benson's remarks covered a variety of subject areas including the challenge of constructive communication with the Press; CU's reputation; the excellent quality of CU's faculty, leadership, and staff; funding challenges; fundraising; advocacy; the Governor's Higher Education study; tuition; administrative changes to streamline CU's business processes; 'shared services' and other cost saving and efficiency measures; effects of Senate Bill 10-003 (the "Tuition Flexibility Bill"); increasing international student enrollment; capital construction; research funding; protecting CU's mission-critical departments; the future of the Boulder Campus Journalism School; CU's investment in online education; and the importance of technology to CU's future.

Highlights from President Benson's presentation include the following:

- State funding for CU was \$175 million this year including federal stimulus money. Next year CU is hoping for \$158 million but has been told to prepare a budget that includes significantly less. CU's total budget is about \$2.72 billion.
- Last year CU increased tuition 9%. However when other costs are factored in, such as housing and books, the increase was closer to 4%. Also over the last eight years CU has increased its internally generated financial aid from \$38 million to \$111 million annually.
- Efficiency measures include self-funded health insurance (for a savings of \$3 million annually), a health insurance audit (for a savings of \$2.3 million annually), and reducing and streamlining CU's 210 policies to 97, including associated reduction in workload.
- CU is considering a "shared services" initiative, not solely between CU's campuses but also between CU and other large institutions. For example CU and CSU are engaged in an effort to share services in Libraries, Procurement, I.T., and Travel functions.
- If passed, Senate Bill 10-003 will allow CU to remove international students from the calculation of the size-limited 'non-resident student' pool. CU wants to increase international students to 12% of the student body, which in addition to enhancing the educational experience for all students, could significantly increase tuition revenue.
- CU continues to look at all departments and parts of departments to see how they work together, and assess whether strategic changes could make the university stronger. A report will be available to the President in mid-December. Faculty need to be involved in that

process but administration has a role in acting as a catalyst to initiate reviews.

Issues and perspectives offered in a question-and-answer period that followed include:

- CU needs a newspaper. It has had none since CU closed down the Silver and Gold Record.
- Some faculty expressed concern that CU's international tax specialists are being moved to Denver. A satellite office at UCB was suggested, to prevent burdening UCB's many international students and post-docs with a long commute to Denver for required meetings.
- President Benson reported that tuition contributes a significant amount to CU's operating costs (as opposed to instruction) compared to its peers. Colorado's support per student is very low, forcing CU to balance its budget using out-of-state tuition for operating costs. CU provides very high quality at a relatively low price, but declining support may drive out-of-state tuition above market rates.
- The Faculty's ideas on how to make CU's business models more efficient are welcome.
- Tuition increases cause students and families to be highly critical of CU, even though CU's tuition is a fraction of that of its peers. A suggestion was made to educate students on the true cost of having them here, with special focus on CU's very competitive tuition rate.
- There was discussion of the relative burden and appropriateness of CU's debt service related to funding for construction, and whether any tuition funds are used to pay those expenses.
- Processing of Graduate Student applications campus-wide has slowed significantly due to changes in software and related staff procedures. It was suggested that the increase in workload more than offsets any cost savings that the new process was designed to create.
- 50% of the excellent instruction at CU is done by contingent faculty. This fact illustrates potential problems in light of CU's disparate treatment of regular and contingent faculty.

White thanked Benson for his attendance and participation.

CHANCELLOR PHIL DISTEFANO

Chancellor DiStefano offered to use the remaining time to respond to some of the issues raised in the President's presentation, and to answer other questions. Issues and perspectives included:

- The Chancellor reported that International students at UCB have increased about 11% this year, and UCB's International Task Force is examining how to increase it further.
- The Chancellor reported the State does not provide funding for operation and maintenance of buildings on campus, and therefore some tuition money is used to pay those expenses. The picture is less clear as to whether tuition funds are ever used to pay debt service obligations. The Chancellor reported he would examine the issue.
- It was urged that CU pursue more visible advocacy at the public level, with media attention. Discussion followed. The Chancellor reported he is creating an advocacy group, similar to former President Hoffman's ambassador's group, of community leaders statewide to advocate for CU with the public and with legislators. He added that the Regents are divided on whether they themselves are advocates for the University or for their constituencies.
- It was suggested that college administrators from across Colorado could provide a collective voice to advocate for Higher Education. The Chancellor reported that President Benson has been building that kind of coalition, for example to present a unified funding formula to the

CCHE. Only Metro State and the community colleges have declined to participate.

- The Chancellor commented that his efforts at advocacy in these extreme financial times involves not just ‘cheerleading’ for the excellent things about UCB, but also clearly communicating to legislators, alumni, and donors the dire financial picture: if CU does not get funding to support faculty salaries, CU’s excellent faculty will begin to go elsewhere.
- Many commented that advocacy must come from the citizens of the State to avoid being dismissed as self-promotion.
- Alumni Association Executive Director Deborah Fowlkes volunteered that the Alumni Association is creating a new advocacy program modeled after that of the University of California, to activate UCB alumni on two levels to advocate for CU in their communities: at a grass roots level, recruiting various alumni around the state; and at a leadership level, recruiting business leaders and other highly placed alumni.
- The Chancellor reported that CU frequently contacts alumni who are members of Colorado’s General Assembly. He invited ideas about how to further engage with these alumni.

White thanked Chancellor DiStefano for his attendance and participation.

White commented that the Boulder Faculty Assembly is a creation of the Boulder Faculty Senate, and the annual Senate meeting is meant in part for the articulation of faculty views. White adjourned the annual meeting of the Faculty Senate and yielded the floor to BFA Chair Joe Rosse. Rosse reconvened the BFA meeting.

III. BFA Chair’s Report:

BFA Chair Joe Rosse’s report included the following:

- The Faculty Senate Privilege and Tenure Committee has suggested Boulder Campus Physics Professor Anna Hasenfratz as the BFA’s nominee for the new P&T Boulder Campus Subcommittee Chair. Professor Hasenfratz has served on the system-wide P&T Committee since 2003. [The BFA agreed to nominate Professor Hasenfratz.]
- The BFA will hold a winter reception at Koenig Alumni Center on Monday, December 6th from 4:00 to 6:00 p.m. BFA members are asked to reserve time in their calendars to attend.
- At its next meeting the Faculty Council EPUS¹ Committee intends to officially indicate a position against the BFA’s motions on instructor status and program discontinuance. EPUS cited concerns raised by CU’s most senior legal counsel, Dan Wilkerson. Mr. Wilkerson has agreed to attend the December 9th BFA meeting to answer questions. In the meantime the BFA’s Faculty Affairs Committee is looking at an alternative way to improve the employment situation for instructors using an approach modeled on that in use at CSU.

IV. Special Report: CU Boulder Alumni Association

Rosse welcomed Alumni Association Executive Director Deborah Fowlkes. Fowlkes’ report included the following:

¹ Educational Policy and University Standards Committee.

- Fowlkes grew up on the Boulder Campus, as her father was a CU Professor. She attended Duke University in North Carolina, and worked for Duke, and for Temple University in Philadelphia before coming back to the Boulder Campus three months ago.
- A common misconception about the Alumni Association is that all they do is host parties. In fact the Alumni Association's mission is to reconnect alumni to one another and to UCB, to keep them interested in and excited about what's happening here, and to motivate them to give something back in terms of volunteer time, internships for CU students, and financial support. The Alumni Association does not do any direct fundraising but does work with the CU Foundation to improve their access to the alumni.
- The Association conducts a large variety of outreach events and programs.
- World-wide CU has 250,000 alumni still living, and almost 100,000 of them are in Colorado.
- There are 50 CU alumni clubs in the U.S. but they have not been utilized well in the past. The Association is building those groups and also start international chapters, in part to recruit international students.
- The Association would like more faculty involved in speaking engagements at Alumni chapters around the country.
- The Association is looking at reunions to increase alumni participation. CU currently hosts only one reunion each year: a 50th. The Association would like to hold a variety of other reunions, especially 'affinity reunions' to bring together CU alumni with a shared CU experience such as participation in the Peace Corps. Fowlkes invited ideas on what groups would be especially suited for a reunion. Another reunion idea focuses on recent graduates, such as the "first five" event at next year's Homecoming.
- The Association gives annual scholarships in partnership with its chapters. Last year the Association gave 88 scholarships worth about \$125,000.
- Two years ago the Alumni Association dropped its annual membership fee. The students voted to pay a fee to automatically give all students and all alumni free memberships.
- The Alumni Association "Herd" is a group for current students. It has 6,000 members.
- The Association hosts several international trips for alumni. Annually about 200 alumni participate. The Association would like to increase faculty participation in these trips.
- The Association would like to see faculty do more to promote the Association's programs to current students. For example if students want to meet alumni that work in their field of study the Alumni Association can assist in making those connections.

Rosse thanked Director Fowlkes.

V. Special Report: Faculty Ombuds and the Office of Faculty Relations

Rosse introduced Director of Faculty Relations John Frazee and Faculty Ombuds Lee Potts and Larry Singell. Potts, Frazee, and Singell provided handouts to compare and contrast their two offices and initiated a question and answer session. Their comments included the following:

- The Faculty Ombuds program was created by a BFA initiative several years ago, in 1997.
- The Faculty Ombuds are retired faculty who work about one-third time each.
- The issues the two offices deal with generally are unproductive and sustained conflict, or perceived lack of fairness or respect. Often users are overwhelmed by CU's complex policy and procedure requirements, and just need guidance in navigating the system.

- The Ombuds workload at UCB is comparable to that at its peers.
- Relatively new challenges nationwide include an increase in conflicts with students.
- Last year the Faculty Ombuds handled 57 cases involving 87 people. Including outreach activities the Ombuds interacted with about 300 people.
- Faculty Ombuds annual reports are on line at ombuds.colorado.edu/reports/.
- Frazee reported his office worked individually with more than 60 faculty last year, not including contacts via programming and leadership development.
- Ombuds do not track outcomes because in keeping with their commitment to confidentiality they do not keep records.
- The Office of Faculty Relations is the only one of its kind in the country.

Rosse thanked today's guests.

VI. Adjournment

The meeting adjourned at 5:35.

Respectfully submitted by Sierra Swearingen, BFA Coordinator.

ADDENDA

Contrast Chart of Faculty Relations and Faculty Ombuds offices:

<http://ombuds.colorado.edu/faculty-ombuds/contrast-chart-of-faculty-ombuds-faculty-relations/>