

## **Minutes for the BFA Faculty Affairs Mtg., September 28, 2005.**

1. For the second time (since last spring) Paul Levitt was elected Chair unanimously.
2. The faculty hall-of-fame wall in the Coors Events Center. The committee recommends that in lieu of or in addition to photographs of accomplished faculty, the wall exhibit major documents: for example, the letter that letter George Norlin wrote to the Ku Klux Klan, a copy of the Nobel letters that Wyman and Cornell received, book jackets representing the work of faculty, a well-received musical score from one of our own, an art work, etc.
3. Salary compression. The committee has assigned Bob Poyton to work with Bill Kaempfer on the relationship of raises to merit, on the sources of compression, on the possibility of creating a salary step system, on the "deals" that faculty cut with their departments and/or administrators, on the necessity of outside offers being discussed with department faculty, and on the possibility of a rule barring the university from matching all outside offers.
4. "Skims." The committee would like to see published, from one year to the next, the percentage of the salary pool dedicated to skims. The committee would also like to have a university-wide record of those who are receiving skims and for what reason(s).
5. The committee believes that the Boulder campus needs a grievance procedure, or two procedures, to handle P & T matters and Salary disputes. One of the committee members has been assigned to discuss the matter with Charlie Sweet.
6. Complaints persist that when faculty retire, they are required to sign an age discrimination waiver. Charlie Sweet, in the past, has denied that such waivers exist. We will pursue the question with him.
7. The Adrienne Anderson case. The committee has been asked to look into the reasons for her dismissal. At this time, the committee lacks the documents to render a judgment but does request that a careful and fair examination of the case be conducted by the university administration to determine whether her academic freedom was violated. In the meantime, the committee will start gathering information and will invite Ms. Anderson to tell her side of the story to the committee members.

Paul Levitt  
for the Faculty Affairs Committee