

MOVED that the BFA charge the BFA Ad Hoc Committee on the Status of Instructors as follows:

To: Ad Hoc Committee on the Status of Instructors
From: Boulder Faculty Assembly
Re: Charge to the Committee
Date: October 1, 2009

The Ad Hoc Committee **on the Status of Instructors** (the “committee”) is hereby requested to develop information and recommendations relative to BFA Motion BFA-M-040209. As per the motion, the committee is asked to assess the desirability, feasibility, and implications of instituting a system relative to job security and academic freedom for instructors employed at the University of Colorado-Boulder (“CU Boulder”). The term instructor is defined as individuals in job classification codes 1105 (Instructor) and 1104 (Senior Instructor). In so doing, the committee should consult with such CU Boulder departments, units, and other entities that can assist in providing the committee with relevant information. The committee is asked to develop a report reflecting its findings and conclusions. The report should address the following issues and questions.

General Issues Relative to Job Security and Academic Freedom:

- Is the academic freedom of instructors at CU Boulder adequately protected?
- Do instructors at CU Boulder enjoy adequate job security?
- What is the relationship between academic freedom and job security for instructors at CU Boulder?

General Issues Professional Standing and Status:

- Are instructors at CU Boulder accorded appropriate levels of professional standing and status?
- How important is the term “tenure” to guaranteeing instructors at CU Boulder appropriate levels of professional standing and status?

Issues Regarding Law, Policy, and Implementation: Please address the following questions in the light of current federal and state law, regent rules, CU Boulder policies, and other applicable doctrines:

- How many instructor positions at CU Boulder fall within job classification codes 1105 (Instructor) and 1104 (Senior Instructor)?
- Is it lawful to terminate instructors prior to the end of their contractual status?
- Is it lawful to terminate instructors at any time for any reason or for no reason regardless of their contractual status?
- If any reasons are required to justify the termination of instructors before the end of their contracts, what are those reasons?

- Under existing law and policy, is tenure necessary to convey to instructors a level of job security and academic freedom comparable to that which tenure currently provides tenured faculty?
- If a system of instructor tenure, or a comparable system, were adopted, what criteria should determine the award of tenure for instructors?
- If a system of instructor tenure, or a comparable system, were adopted, should it apply mandatorily to all eligible instructors, or should otherwise eligible instructors be allowed to opt out of consideration?
- If a system of instructor tenure, or a comparable system, were adopted, to what extent, if any, should instructors employed at the time such system is adopted, and who apply for its benefits, be exempted from its requirements?
- If a system of instructor tenure, or a comparable system, were adopted at CU Boulder, how would this affect the status of faculty at other institutions within the CU system?

Costs and Other Issues Regarding Implementation: If a system of instructor tenure, or a comparable system, were adopted at CU Boulder:

- How many instructors at CU Boulder would be affected either directly or otherwise in a substantial fashion?
- What level of support would such a system receive from instructors, as defined in this charge (such as might be determined from an anonymous survey)?
- Would the relevant units at CU Boulder retain sufficient flexibility with respect to staffing and other essential functions?
- What would the system cost the University, including but not limited to the costs incurred in salaries, benefits, and administration?
- Would significant changes be required in existing pay policies?
- Would changes be required in the recruitment and hiring of instructors?
- How might such a system be adopted, implemented, and administered?

The documentation of your research on these and any related questions should be provided in a written report to the BFA Executive Committee by February 12, 2010. Any committee reports or recommendations must be approved by the Executive Committee before being forwarded to the Boulder Faculty Assembly, except as may be provided for in the Standing Rules of the Boulder Faculty Assembly. Committee reports and recommendations must be approved by the Assembly before being communicated to the Chancellor or other campus administrative officers.

From BFA Executive Committee: September 28, 2009
 Notice of motion to the BFA: September 29, 2009
 Approved by the BFA: October 1, 2009