

Boulder Faculty Assembly
Executive Committee
Motion to Endorse the Recommendations of the
BFA Ad Hoc Committee on Instructor Status
BFA-X-M-022210

The Boulder Faculty Assembly Executive Committee moves that the BFA endorse, and request the UCB Administration to implement, the following recommendations from the BFA Ad Hoc Committee on Instructor Status ([Report and Recommendations from the BFA Ad Hoc Committee on the Status of Instructors](#)):

Clarification and enforcement of current policy. These recommendations speak to many of the concerns about the status accorded to instructors and the sometimes negative climate in which they work:

1A: A firm requirement for departments to update and adhere to by-laws with respect to broad participation of instructors in unit affairs.

1B: All instructor letters of agreement (aka contracts) should consider workload requirements in ways that allow for performance and evaluation of service.

1C: Treatment of instructors (and other non-tenure-track faculty) must be a specific and required aspect of performance reviews of department chairs, program directors, and deans.

1D: Conflict resolution services and grievance procedures should be responsive to the needs of instructors.

1E: Each unit should put in place a system of instructor mentoring.

1F: Any lecturer who has taught at 50% or more for at least three years should be considered by the unit for appointment as a rostered instructor; the school/college and campus administration should assist the unit in making this change possible.

1G: The Boulder Faculty Assembly, in concert with the Office of Faculty Affairs, is charged with reporting regularly on the status and conditions of instructors, and on the implementation and coordination of policies pertaining to instructors.

Contractual issues in employment and career management. These pragmatic recommendations call upon existing policy and administrative tools that could be used more effectively and proactively.

2A: The campus must develop a climate of meaningful review for instructors that goes beyond current practices.

2B: The campus must clarify the distinction between instructor and senior instructor, regularize procedures for what should be a rigorous review, and offer rewards for this promotion.

2C: The non-renewal of an instructor's contract should be related to one of three causes: poor performance, major programmatic change, or financial exigency; in the event of a non-renewal that does not meet this test, the unit should lose the instructor line.

2D: In the event of program discontinuance, the campus should make every effort to relocate instructors and senior instructors to other units; should program discontinuance require the termination of instructors or senior instructors, the campus must provide those Senior Instructors as well as those Instructors who have served seven or more years of full-time service or its

equivalent to the University who have been identified in any plan for termination with one year of notice before termination.

2E: We recommend the active use of differential workloads as a tool for more effective instructor career management.

2F: The Committee urges campus administration in the strongest possible terms to reject a proposal for uncompensated workload increases, as they have an enormous negative effect not only on individual instructors but also on the status and climate for instructors, on the quality of undergraduate education, and on the very institutional initiatives that the campus seeks to preserve and develop.

2G: To the full extent permitted by law, the campus should offer long-term (multi-year), presumptively renewable contracts to both instructors and senior instructors.

2H: The campus should make high performing senior instructors eligible for an annual update or resetting of the terminal date of a multi-year letter of agreement (aka contract).

2I: The campus should award the title of “Senior Instructor of Distinction” to a subset of highly qualified senior instructors.

2J: Utilizing existing tenure guidelines, the campus should permit exceptionally qualified senior instructors to access tenured or tenure-track appointments through a process of line conversion.

Instructor tenure as provided through the creation of a new series of faculty ranks. This recommendation requires approval at the system level and a change in the Laws of the Regents.

3A: The Boulder Faculty Assembly and the campus administration should initiate discussions with the other campuses and with Faculty Council that would consider the merits of creating, with regential approval, new tenure-track ranks for teaching faculty, with the same differentiation in ranks (asst., assoc., full professor) as for research faculty, but with the designation “teaching professor” or some equivalent term. The current ranks of Instructor and Senior Instructor would continue. Both current faculty and future hires would themselves determine whether or not to pursue a tenure-tenure track teaching position or to apply for an advertised tenure-tenure track teaching position.

From BFA Executive Committee: February 22, 2010
Notice of motion to the BFA: March 4, 2010
Motion amended by the Executive Committee: March 8, 2010
Approved as Amended by the BFA: April 1, 2010