

## **Executive Committee Meeting Monday, October 30, 2006**

Chair Jerry Hauser called the meeting to order at 3:30.

The minutes of October 9 and October 16, 2006 were accepted as distributed.

- A. Chair's Report
1. Director of Faculty Relations search progress report. From the telephone interviews conducted, two or three qualified candidates will be invited to campus for interviews and will probably meet with the Executive Committee. This position will deal with faculty conflicts and complaints.
  2. New early retirement policy will go to the Regents next week. Improvements have been made and there are opportunities for faculty members' departments to set aside a year's salary and hire them back as a consultant.
  3. APSs from Estes Report will go to the Regents next week. Included in this is the requirement of criminal background checks on all tenured and tenure-track faculty hires. It will require the hiring officer (Dean) to initiate a search and determine whether there is concern over hiring the individual. The cost is modest.
  4. Faculty Council endorsed in principle the Academic Affairs Committee Report on Academic Rigor. Faculty Council will present its view at this week's Regent's meeting that it would like to see a system-wide exercise concerning means and measures for insuring academic rigor in undergraduate programs of study.
  5. Faculty Council Privilege & Tenure Committee has decided that no lawyers may be present at interviews by P&T investigators at Level 1 of the process. In cases where it appears that administrators could end up in a legal situation, the process will go immediately to Level 2.
  6. Faculty Council passed a resolution calling on Administration to have service contracts for faculty members heavily engaged in service. Service will be taken into account more seriously when merit raises are determined, and Deans and others would be expected to enforce these contracts.
  7. EthicsHotline
    - In response to Hauser's letter to President Brown conveying the resolution approved by the BFA on September 7, 2006, a letter from President Brown's office of October 5, 2006 responded that the purpose of the Hotline is to allow University students, staff, faculty, and administrators as well as anyone outside the university community the opportunity to raise concerns that they would feel uncomfortable raising through other channels. The Internal Audit Office primarily sends the cases to existing campus units to handle.
    - Faculty Council meeting with internal auditor Jean Stewart was encouraging but not all concerns have been resolved. She was open and helpful in describing the process whereby complaints go to the corresponding academic units and are handled within the procedures of that unit. Because of the open records act it is difficult to guarantee confidentiality, therefore anonymity is necessary.
    - Hauser's request for guaranteeing faculty, staff, students, and administration representation on an oversight committee was withdrawn. Stewart is amenable to having representation on a committee she currently oversees which is recording the data. This seems to meet the resolution's concern. When a complaint goes to a campus unit and they decide to have an internal oversight committee, there is

no objection by Stewart. She made no formal commitment but agreed in principle.

8. Boulder Faculty Assembly Excellence Awards fund at the CU Foundation. Hauser urged the Executive Committee, in their faculty leadership role, to contribute to this fund and distributed payroll deduction gift forms.
9. President Hank Brown visits the BFA on Thursday, November 2, at the annual meeting with the Boulder Faculty Senate. Hauser encouraged attendance and asked members to consider issues we should explore.

#### B. Special Report

Hauser introduced Christine Yoshinaga-Itano, Vice Provost & AVC for Diversity & Equity. Itano distributed copies of a report:

Retaining Quality Faculty: Year 2  
Judith L. Komaki and Michelle L.R. Minnich  
Report Highlighting Women and Minorities

The report “concentrated on those responsible for creating the atmospheres within their units – the department chairs and deans under the leadership of the provost. A Faculty Climate Survey was developed to identify what administrators and colleagues could do or say to promote the climate in a given unit. Three aspects of climate were specified – the evenhandedness of evaluation, the helpfulness of career advisement, and the prevalence of acknowledgement. Validation evidence showed that faculty who intended to stay at the university were more likely to rate the quality of their evaluation, advisement and acknowledgement as high. Noteworthy was the finding that the top predictor of desiring to stay in Year 1 ( $r = .68$ ) was recognition of expertise, progress, and accomplishments.”

Itano clarified the meaning of minority as faculty who self identified as American minorities versus as internationals. Statistics show a complete turnover of faculty of color. Recruitment is good but retention is low. Most who leave are angry. Exit interviews are voluntary but few choose to do so. There followed discussion of reasons for this anger. Most minority faculty explain their anger as stemming not from open and hostile discrimination, but rather from micro-aggressions. It is the insensitivity of people in the climate. “Acknowledgement by Peers” carried the most weight in minority faculty decisions to stay or not. If they had peers in their department interested in the work they do, this was an important reason to stay. Vital was a feeling of belonging and being recognized for their work.

Most faculty of color leave for other faculty positions and often for more prestigious institutions. CU has one of the lowest proportions of faculty of color to majority faculty of our peer institutions. Itano concluded that in the past 30 years very little has changed in the proportion or satisfaction of faculty of color.

Hauser asked what the BFA can do with this data that would be constructive. Itano replied that this is not just a minority problem. Academics don’t interact much and aren’t demonstrating much interest in each other. There is a lack of communication and peer interaction. The sense of inclusion is missing. There is a need for leadership from the Deans down to Chairs to be sensitive and deal with the climate in their unit. The conclusion was that there should be discussion of “Best Practices” in improving the climate.

There being no further business, the meeting was adjourned.

