

Boulder Faculty Assembly
Minutes
March 4, 1999
Approved April 1, 1999

Present: BFA Officers: Chair John W. Daily presiding, Vice Chair Robert Schulzinger, Secretary Barbara Bintliff, At-large reps Cathy Comstock and John Cooper. **BFA Standing Committee Chairs and BFA members:** William Atkinson, Frank Beer, Sanjai Bhagat, Claudio Cioffi, Donald Darnell, Oliver Ellsworth, Wayne Gazur, Gerard Hauser, Thomas Hollweck, Chonin Horno-Delgado, Carol Krismann, Stephen Leeds, Paul Levitt, Jana Milford, Uriel Nauenberg, Michael Preston, Martha Jo Sani, Kayann Short, Ted Snow, Rita Weiss **UCSU Academic Affairs Student Representative:** Trey Lyons **Media:** Jeff Dodge from *Silver and Gold Record*

Guests: Co-Chairs of UCB's Sexual Harassment Policy Neil Ashby and Shari Robertson; Associate Vice President of Human Relations and Risk Management Glenn George

Absent: Greg Carey, John Cary, Ira Chernus, Fred Denny, Rueben Donato, Robert Eaton, Carla Farsi, John Garnand, Thomas Geers, Ken Howe, Hon-Yim Ko, Yolanda Maloney, Michael McCamish, James Palmer, Cortlandt Pierpont, Robert Regoli, Eckart Schutrumpf, Martin Walter, James White **Excused Absent:** Steven Bruns, Janice Peck

A meeting of the Boulder Faculty Assembly was held on Thursday, March 4 1999, in the School of Law, room 157. Chair John W. Daily presided. The meeting convened at 4:00 p.m. and adjourned at 5:00 p.m.

A. Approval of Minutes

Moved by Oliver Ellsworth and seconded by Bob Schulzinger that the minutes of the February 4, 1999 BFA meeting be approved.

The motion carried.

B. Chair Report

Health Care:

Chair John Daily stated that the transition team (University Benefits Oversight Committee) is finalizing the RFP and that UBAB (University Benefits Advisory Board) has begun to meet. Daily further reported that Sanjai Bhagat has been appointed to UBAB to represent the Boulder Campus.

BFA Excellence Awards:

Daily reported that the deadline for awards nominations is tomorrow at 5pm.

BFA Elections:

Daily reported that election materials will be sent out soon, and further requested that BFA members actively participate in the nomination of candidates for BFA seats as well as for seats on BFA standing committees.

C. Special Reports

Instructor's Bill of Rights

Cathy Comstock thanked Paul Levitt for initiating the formation of the Instructor's Bill of Rights.

New Sexual Harassment Policy

Glenn George, Associate Vice President of Human Relations and Risk Management, gave a history of the policy, noting that the basics of the former UCB sexual harassment policy have been retained; and that the proposition is to have one unifying policy for all four CU campuses (appendices for each campus will be provided describing resources specific to that campus). George reported that the distinction between formal and informal complaints has been eliminated and that the time limit on reporting has been removed. Glenn stated that the requirement for reporting consensual amorous relationships when one partner is in an evaluative position over another will continue, but the committee will recommend that it be moved to the conflict of interest section of CU policy, away from the section on sexual harassment.

Discussion followed. George noted that the purpose of the reporting requirement in cases of evaluative relationships is to remove the conflict of interest, not to invoke punitive measures; and that the consequences of not reporting are likely to be no worse than a letter of reprimand or warning in cases where no complaint of harassment has been made. Paul Levitt expressed concern that the reporting requirement constitutes an invasion of privacy. Levitt further stated that the language usage and overall prolixity of the policy document detracts from its clarity and focus. Barbara Bintliff requested that the policy state who is affected by it. Donald Darnell expressed his support for the elimination of the reporting time limit.

Chonin Horno-Delgado reported that the Committee on Women has examined the policy, and has requested the plan require more involvement of supervisors in preventing retaliation for reports of sexual harassment; that the policy better address issues of "hostile environment," specifically noting that the policy addresses only harassment that is sexual in nature, not harassment that is gender-based; and that sexual harassment training be mandatory as well as segregated into classes for faculty, staff, and students so that issues concerning sexual harassment can be better discussed. Michael Preston stated that a low percentage of faculty have attended CU's Sexual Harassment Training Sessions. George stated that methods of encouraging faculty attendance at Sexual Harassment Training should be addressed at the campus level. Kayann Short read a suggested preamble, drafted by the Committee on Women, stating the purpose of the policy.

George reported that the Sexual Harassment Committee will be collecting comments on the policy through March 15th, and that the committee will bring some version of the policy to the Regents' April and May meetings. George stated that a final version may be ready for presentation and approval at the Regents' June meeting, and if approved, the new policy may become effective by July 1st.

D. Committee Reports

Academic Affairs

Martha Jo Sani reported that the fall break will not be implemented until the year 2000. Sani further reported that the committee has been addressing enrollment issues and the policy on grade posting.

Budget and Planning

Uriel Nauenberg reported that the Budget and Planning subcommittee of Faculty Compensation and Benefits has been working on ways to correlate performance measures with distribution of resources, so that when TLE and IRMS are in effect, funds will be distributed according to some guidelines. Nauenberg also stated that the committee will be meeting on March 11th with the treasury and Vice President of Budget and Finance Bill Fischer. Nauenberg stated that the

treasury is finding the recommendations in the BFA motion difficult to implement (BFA-M-3-1198, Re-examination of Penalty Charges on Sponsored Projects Accounts).

Nauenberg reported that the budget procedure is going forward at the Chancellor's level and that final budgets will be presented some time in the next few months. Daily added that budget presentations have been mostly completed, but the budget will not be clear until state revenue and fall semester student population are ascertained.

Faculty Compensation and Benefits

Sanjai Bhagat reported that the committee is working on engaging the Boulder campus in a conversation about performance measures, at the level of colleges and large departments, as well as campus-wide. Bhagat noted that campus level performance measures would be helpful to the President's and the Chancellor's offices to communicate CU's performance to the State Legislature and to Colorado taxpayers. Bhagat stated that the deans will be receiving a letter from the Chair Daily notifying them of the project and soliciting their support and cooperation.

Communications

John Daily reported for the committee that the Administrator Appraisal surveys are proceeding. Daily also stated that the committee is working on a regular communication to appear under the BFA banner, reporting on BFA activities.

Committee on Women

Chonin Horno-Delgado reported that the committee has been reviewing and discussing the proposed System-Wide Sexual Harassment Policy; and that the committee has worked on the faculty exit interview process (with Todd Gleeson), and on a document written by Evelyn Hudehart concerning retention of women faculty of color.

Faculty Affairs

Paul Levitt reported that the committee has been investigating what triggers Post Tenure Review, and stated that there is confusion among deans, faculty, and administrators on this issue. He also reported that the committee is addressing the issue of student access to final exam materials.

Libraries

John Daily reported for the Libraries Committee that its main activity has been the Science Library project: the program plan will be drafted and submitted by the planning group (faculty and architects) for discussion and revision in the fall of 1999, with the goal of finalizing the plan in December 1999. Daily further reported that the Libraries Committee will, with Vice Chancellor DiStefano's office, co-sponsor a convocation in April to discuss the present and future impact of technology on scholarly communication. Daily stated that the committee has also been reviewing the Libraries' NCA Accreditation Self-Study Document.

Intercollegiate Athletics

Michael Preston reported that a new football coach has been hired, without input from the BFA. Chair John Daily stated that he is composing a letter to President Buechner asking for clarification of the hiring process. Preston also stated that UCB is now in compliance with proportional support for women athletes.

E. Next Meeting

The next regular meeting of the Boulder Faculty Assembly will be on Thursday, April 1st, 1999 from 4:00 to 5:30 p.m. in the School of Law Room 157.