

Attendance:

Chair John Daily presiding, Vice Chair Cathy Comstock, Barbara Bintliff, Greg Carey Dick Ham, Robert Hohlfelder, Mike Preston, Martha Jo Sani, Eckart Schutrumpf, Rebekka Struik, UCSU rep Chris Armijo, Todd Gleeson

A meeting of the Boulder Faculty Assembly Executive Committee was held on Monday, December 1, 1997, in Porter Biosciences Room B121. Chair John Daily presided. The meeting convened at 3:32 p.m. and adjourned at 5:00 p.m.

**A. Approval of Minutes**

*MOVED by Preston and seconded by Hohlfelder that the minutes of the 11/24/97 BFA Executive Committee meeting are approved.*

*The motion carried.*

**B. Chair Report**

**Announcements:**

**Colorado Peak Performance for Classified Staff**

Daily reported on the upcoming change to a pay for performance system for all state classified staff. Daily stated that a Peak Performance Implementation Committee is currently being formed and will soon ask for BFA representation. There was discussion regarding the advantages and disadvantages of this statewide change.

**CAPPS (Committee on Academic Planning, Practices and Standards)**

Daily reported that CAPPS met last week to discuss policy issues they were asked to review but neglected to elect a chair. Daily will contact the members of CAPPS and ask that they elect a chair.

**Colorado Daily**

Daily discussed the article in the November 25, 1997 issue of the Colorado Daily regarding the BFA Professional Responsibilities Committee co-chair and its members. In response to a few complaints from across campus, Daily stated that the case mentioned in the article was settled. BFA standing committee members are elected by UCB faculty at-large and BFA standing committee chairs are elected by the members of that committee and, grounds for removal of a committee member are based on non-committee performance. Daily stated that the committee is functioning properly and that no members of the committee have shown poor committee performance. Daily further stated, in response to complaints about Kroll's seat on the committee, that the BFA professional responsibilities committee does not deal with matters of sexual harassment, salary, inequity or issues of promotion and tenure.

Daily commented on an e-mail from Michael Klymkowsky regarding the co-chair for the Professional Responsibilities Committee, stating that he replied to Klymkowsky with the information above and requested that Klymkowsky not bring up the issue because Daily did not feel it was a useful thing to pursue. Daily stated that regardless of opinion on the subject, nothing could be done. Schutrumpf will take over the co-chair duties for the spring semester.

Bintliff stated that we (the BFA) have had complaints about the activities of faculty members' behavior at ASP meetings, and that the BFA representative to ASP is one of the people against who a complaint was launched, and now there are concerns being expressed about the outgoing co-chair of the professional responsibilities committee. Bintliff asked if the BFA Executive Committee has a responsibility to, in any way, vet the qualifications of those representing it. Bintliff asked if the BFA is a purely representative body. Daily asked that the conversation be continued later during the meeting.

### **University Club**

Daily reported on several proposals, including one from Daily for the Total Learning Center, currently being reviewed for future use of the University Club. Daily commented that part of the problem is that the building is owned by Housing, which is under Student Affairs, and therefore the food is from the dorms rather than the UMC. The renovation of the University Club is being considered as part of the capital campaign. Chancellor Byyny discussed the various proposals for use of the University Club space. Byyny stated that all proposals include maintaining a dining room within the building.

### **Committee Assignments:**

#### **NCA Self-Study**

Send candidate suggestions to Daily at **Error! Bookmark not defined.** or the BFA Office to **Error! Bookmark not defined.**

#### **Awards Committee**

Todd Gleeson asked for two members from the BFA Minority Affairs Committee to serve on the Awards Committee as soon as possible. The awards committee will meet on Tuesday, December 2. Gleeson stated the committee is full with the exception of the two representatives from the BFA Minority Affairs Committee and that John Garnand of BFA MAC has been attending, leaving one seat vacant, which adds a burden to the other committee members.

#### **Associate Vice Chancellor for Information Technology Search (Chief Information Officer for UCB)**

Daily announced that the search committee, chaired by Libraries Dean Jim Williams, will begin meeting the first part of January and is requesting the names of three UCB faculty approved by the BFA Executive Committee. Daily asked the executive committee members to send candidate suggestions to Daily at **Error! Bookmark not defined.** or the BFA Office to **Error! Bookmark not defined.** Daily will contact Chancellor Byyny and Vice Chancellor for Academic Affairs DiStefano with the names of approved candidates.

#### **Committee on Personal Safety**

Comstock requested names of a possible faculty representative to serve on the UCB Committee on Personal Safety. The committee will be evaluating and revising the safety concerns and

strategies on the UCB campus. Send candidate suggestions to Comstock at **Error! Bookmark not defined.** or the BFA Office to **Error! Bookmark not defined.**

### **Faculty Council GLB Committee**

UCB representative to the Faculty Council GLB Committee, Mary Klages, will be on sabbatical during the spring semester and has asked the BFA to approve Terry Rowden as her replacement on the committee.

After discussion, the following action was taken:

*MOVED by Preston and seconded by Bintliff that the BFA approve Terry Rowden as replacement for Mary Klages on the Faculty Council Gay, Lesbian and Bisexual Committee while Klages is on sabbatical.*

*The motion carried unanimously.*

Jim Mills will be notified by the BFA Office of the replacement of Klages on the GLB Committee for Faculty Council for the spring semester.

## **C. Committee Reports**

### **Administrator Appraisal**

Carey reported on the meeting with the Council of Deans and the BFA Administrator Appraisal Committee. Carey reported that the Council of Deans meeting was more of a "listening session" and that the BFA AAP committee will meet this week to discuss the comments made during the Council of Deans meeting. Issues to be discussed include the possibility, cost, and feasibility of face-to-face interviews, other administrators evaluating administrators, and other possible changes to the evaluation process. Hohlfelder commented that he would like the administrators to figure out a way of moving away from the questionnaire that they find unsatisfactory, he would like to be able to link the faculty course questionnaires that many faculty members find equally unacceptable. Comstock commented that administrators are working on this issue and are trying to do something better, more than just a yearly basis.

## **D. Report on BFA Motions and Resolutions**

### **Instructors Bill of Rights**

Bintliff asked for an update on the Instructors Bill of Rights. Comstock reported that she has focused specific issues of the document and will meet with some of the deans this week to discuss the document.

### **Gender bias salaries**

Todd Gleeson reported that Struik's request to study gender bias in salary is currently being held until Jim Connolly is available and can free up the data base holding that information. Gleeson said it would be approximately two weeks before Connolly will be available to work on the project for Struik.

### **Grievance summary form**

Gleeson is currently working on this project.

## **Exit Interviews**

Gleeson reported that Al Ramirez was assigned the task by then VCAA Loh, before both left office. Gleeson spoke with Seebok in the Ombuds office regarding other models for exit interviews and will continue to work on the project.

## **E. Committee Structure**

### **BFA Executive Committee**

Daily discussed the current structure of the BFA Executive Committee and suggested changes to create a more representative committee to insure better communication with UCB faculty. Daily suggested this might be accomplished by asking an elected faculty governing representative to each UCB college to attend the BFA Executive Committee meetings and report back to their colleges. Daily suggested that the BFA standing committee chairs attend only when necessary for task assignment and reporting, stating that some standing committee chairs will attend more frequently depending on the issues of the standing committee. Hohlfelder commented on the importance of having clear assignments for the BFA standing committees and having the committees report to the BFA rather than to the executive committee.

Bintliff suggested that if the BFA executive committee becomes a representative body, then it is the executive committee that essentially runs the business of the BFA through the standing committees. The assembly is the ratifying body when the BFA needs to take a position, but the actual work is done by the executive committee through delegation to the various committees. Daily stated that from a practical point of view, the work is always going to be done by the executive committee or the standing committee regardless of noble goals because an assembly is too large and nothing will ever happen other than a debate and a vote. Bintliff stated there needs to be much better coordination between the activities of the standing committees and reporting back to the executive committee and then the executive committee making some sort of resolution whether it be on policy position or direction. Bintliff stated that the executive committee has not been the quick response team that she thought it would be and that it is not clear as to whether that is a function of the group from year to year or if that is how the group is constituted.

Daily stated that when he discusses having representative membership it is not the issue raised (above) by Hohlfelder, but rather the issue of chain of command. Daily stated that it is important that the College of Arts and Sciences Faculty Council, for example, see itself as representing faculty in the College of Arts and Sciences and beat a communications pathway vertically through the BFA to the chancellor and to the vice chancellors. Daily believes that this will cut down on a lot of rumoring and conflict by having representatives from all colleges on campus. Daily further stated that he does not intend that the BFA executive committee would become anything other than what it has been in terms of setting policy, that the executive committee can recommend policy but the BFA has to ratify and kind of policy statement. Daily is not suggesting the BFA executive committee should be the senate, but as the BFA executive committee whose roots are in the colleges rather than on the individual BFA standing committees. Daily commented that the committee membership is slowly changing, is a very small subset of the faculty, people who come from very different environments and do not see themselves as representing the larger faculty, even in their department or colleges at large. Daily believes that communication would be much better if the BFA executive committee was more representative of the faculty at UCB.

Bintliff said that basically what we are seeing is two different concerns that we want met. One is that there needs to be much stronger communication and better representative input to the faculty governance body. The other is that the faculty governance body needs to determine and define who it is, what it is, and what it is to be doing. Bintliff further stated that the process started this year gives the opportunity to do both. Hohlfelder seconded Bintliff's comments and added that a way of making the BFA more viable and attractive to faculty members who have not participated would be to show that the BFA really does deal with hard issues and that the BFA does this not through the executive committee but through its committee assignments. Hohlfelder suggested aligning the committees in a way that reflects administrative reality and the way administration is organized so that committees will have clear responsibilities, they would debate issues and make recommendations to the full BFA for consideration and debate. The BFA executive committee would be concerned about setting agendas, quick action responses, etc. Hohlfelder further suggested giving the standing committees specific assignments and letting them report directly to the BFA. Bintliff added that the executive committee is also charged with implementing the recommendations as adopted. Daily stated that this is already part of the bylaws and that while it doesn't always happen, it does happen. Daily further stated that there are a limited number of issues that come up that are clear cut responses in order.

Ham commented on whether the BFA executive committee will be basically issue oriented (library, budget, minority, etc.), or whether it will be group oriented (A&S, engineering, journalism, etc.). Ham stated that he is not entirely sure that it would be best off to give away the advocates still involved with the various issues. Ham stated he is expressing doubts but has not yet decided one way or the other what he believes is the best structure for the BFA executive committee. Daily commented that he has not come up with a final thought but that he feels it would improve communication tremendously to have college representatives on the BFA executive committee. Daily gave several possible examples for the structure of the executive committee.

Carey commented that outside of arts and sciences, he is not aware of governance within the colleges. Daily stated that there may not be but that is ok, and that each college should do what it feels necessary to do and that the BFA executive committee should be flexible to that.

Schutrumpf commented that perhaps the BFA executive committee could have at-large members, chosen by the ASC, etc., and to have focused meetings on issues.

Daily stated that the bulk of the policy issues come through the BFA executive committee and are not deeply considered by the larger BFA unless something requires a vote. Part of this is because of time and the unwieldiness of dealing with a larger group. Daily said the flow of policy issues comes through the BFA executive committee, and that this is a question of communication. If you have another faculty organization, colleges that are impacted by these policy issues, someone should be in a position to strongly feel the responsibility to take these issues back to the colleges. In the current system, there is not reporting mechanism back to colleges.

Ham stated that the primary role of the BFA is to deal with faculty-wide issues that go beyond colleges. Daily stated that right now, it does not go back to the faculty at large. Ham suggested a weekly report in the *Silver and Gold*. Daily stated that the BFA needs more than that in order to get a wider discussion.

Sani expressed concern that when you don't have an organization to report back to, what would happen to the lines of communication. Daily responded that perhaps it would increase incentive within the colleges to have such a reporting mechanism -- for example, in the college of arts and sciences, it's very clear, the chair of the faculty council representative government would sit on the BFA executive committee. Daily further stated that in other colleges the line of communication would be no better than it is now but that would be their choice and we could encourage them to deal with that.

Bintliff stated that she does not see any reason why it cannot be structured to meet both concerns, there is nothing that says the doors of the meeting are shut and no one is admitted. Bintliff suggested coming up with a structure that would have representatives from the various schools and colleges sitting at the table with all committee chairs being ex-officio members who come, have the right to be heard but do not necessarily vote. Bintliff stated that it might be that we come up a structure that has representatives from colleges and schools and certain key liaisons perhaps to faculty council, to certain university wide committees that sit at the table and serve as ex-officio members. Bintliff stated that we don't have to be as narrowly constrained as some people think and that we can come up with a wide variety of governance structures and think about what we need, what is our purpose, what are we doing, and how to organize ourselves to accomplish that. Preston added that just because A&S has a functioning governance structure that we cannot necessarily remodel ourselves on one functioning governing structure regardless of how strong they may be. Daily stated that he did not say that they remodel themselves based on ASC, but merely recognize that they exist. Preston suggested if other schools and colleges have something similar, then they send their chair, if not and it is just some loose cannon out there, forget it, because the communication function is gone. Bintliff commented that Law does not need a council and that they can send someone representative and legitimately all know who that person is and request a report during a regular meeting. Daily stated that in engineering they do not have a formal structure but they do have a committee on educational policy and planning, and that the chair of that committee could sit on the BFA executive committee.

Ham expressed his concern as to whether or not the chairs of such committees would have the time to devote another hour and a half or two hours to attend the weekly BFA executive committee meeting. Daily said it would be their business and that a representative could attend on occasion.

Struik suggested the executive committee meet less often. Daily responded that the problem would be timeliness.

Byyny commented on the importance of aligning the committees as much as possible for best results. Byyny said that administration recognizes the BFA as the faculty governance group and that it is important to have ASC incorporated in BFA so that they are not "hanging out there." Byyny state that if that is the way it is going to be that it is important for them to know that and for administration to know that to avoid situations where ASC says that they have not been engaged in discussion.

Daily suggested creating a set of flow charts for UCB committees so that the BFA, the vice chancellors and the chancellor have an opportunity to brainstorm.

Daily stated that the BFA chair currently sits on the budget committees for UCB campus and the VCAA, the Council of Deans and several other administrative committees. Byyny suggested that an executive committee for the campus be added through administration that would represent the current cabinet as well as the BFA chair, one of the tri-executives from UCSU, Staff Council, and perhaps the Associate VC for Research, to create broader campus decision-making. Byyny suggested this committee as an advisory committee and maintaining the cabinet as an operational committee.

Daily asked the members of the BFA executive committee to review the current standing and executive committee structure and to continue to suggest ways to incorporate governance of all UCB colleges with the BFA.

#### **F. Next Meeting**

The next regular meeting of the Boulder Faculty Assembly Executive Committee will be on Monday, December 8, 1997 in Porter Biosciences Room B121 from 3:30 p.m. to 5:00 p.m.