

Attendance:

Chair John Daily presiding, Vice Chair Cathy Comstock, Barbara Bintliff, John Cary, Dick Ham, Bob Hohlfelder, Mike Preston, Martha Jo Sani, Rebekka Struik, VCAA DiStefano

A meeting of the Boulder Faculty Assembly Executive Committee was held on Monday, March 2, 1998, in Porter Biosciences Room B121. Chair John Daily presided. The meeting convened at 3:30 p.m. and adjourned at 4:57 p.m.

**A. Approval of Minutes**

*MOVED by Preston and seconded by Hohlfelder that the minutes of the 02/23/98 BFA Executive Committee meetings are approved*

*The motion carried.*

**B. Announcements**

ASP will meet with faculty to discuss the ASP business plan on Friday, March 13 from 4:00 to 5:30 in the Rec Center Rooms 3 and 4.

ASP has released the draft business plan document. You may read it on the web at Error! Bookmark not defined. Daily urges the members of the BFA Executive Committee to attend the meeting on March 13. The ASP team will meet with the BFA Executive Committee on Monday, March 9, 1998.

Rebekka Struik announced that the AAUP "redbook" from 1995 has a statement on program discontinuance and procedures to fire tenured faculty. Copies of the document entitled *Recommended Institutional Regulations on Academic Freedom and Tenure* will be distributed to the BFA excom members at the March 9 meeting.

**C. Instructors Bill of Rights**

Daily announced that the newspaper article on Instructor's Bill of Rights was not completely accurate. Daily stated that the document would be presented to the Council of Deans for discussion.

Copies of the 3/1/98 draft of the Instructors Bill of Rights were distributed to the members of the BFA Executive Committee for discussion.

Bintliff suggested the preamble have laudatory language stating the role of non-tenured track faculty and commenting on value and eligibility for inclusion for tenure track positions.

Comstock commented on the various descriptions for lecturers and that only the classifications of lecturer, instructor and senior instructor are used within the system. VCAA DiStefano

commented that Todd Gleeson is currently working on classification for these faculty members in accordance with the faculty handbook.

Regarding the salary issues, Daily asked for the basis of the 80% figure. Comstock commented that the salary inequity for lecturers is mostly within the College of Arts and Sciences and that the 80% apply to instructors, not lecturers. Comstock commented that the figure is actually 72.5% rather than 80%.

Daily asked if by agreeing to a salary percentage for part time faculty doesn't remove them from the normal pressures and competitive factors that lead to the setting of salaries. Daily stated that part time faculty are being attached the same market forces as full time faculty and that they are a different set of people who are in their positions for different reasons.

Preston suggested backing off from pretending that the market factor argument is precise.

After discussion, Daily stated that Comstock would change the preamble language as Bintliff suggested and present the document to Deans Council and then return to the BFA for a decision. Comstock also commented that she would discuss the document with Jack Kelso to be sure that instructors may go to P&T for appeals.

#### **D. Student Affairs Project**

VCAA DiStefano announced that Student Affairs will begin a project to re-engineer student services. DiStefano asked that BFA provide faculty representation on the committee (headed by Jerry Sullivan of Financial Aid) to look at the re-engineering process. DiStefano reported that phase one will take approximately 6 months and at the end of that time, the committee will present a business plan. DiStefano reported that the project would involve the administrative functions such as admissions and financial aid, as well as student support services. DiStefano stated that a decision must be made by September 30 regarding SIS.

Tompkins commented that two surveys have recently come out reporting on downsizing and re-engineering practices and the negative results of such practices. Tompkins suggested that a consultant started the project.

Bintliff expressed concern that \$170,000 has already been allocated for a consultant to this project.

Daily suggested that Hohlfelder assign one or two BFA Budget Committee members to sit on the committee for this project. Hohlfelder responded that he would check with his committee members and report back to Daily. Daily also stated that the issue will be discussed at the next CEC meeting.

Ham commented on the need for improvement within student services.

#### **E. BFA Restructure**

Daily asked for discussion on having the chair of the ASC be a non-voting member of the BFA Executive Committee. After discussion the following action was taken:

*MOVED by Hohlfelder and seconded by Tompkins to amend the draft for BFA restructure to include the chair of the Arts and Sciences Council as a non-voting member of the BFA Executive Committee as well as the BFA.*

The motion carried.

Daily will forward the amendment to Cliff Calhoun for bylaw language. Calhoun will draft revised BFA bylaws and upon completion, Daily will present them to the BFA for discussion and approval.

#### **F. Notice of New Motion**

After discussion, the following action was taken:

*MOVED by Barbara Bintliff and seconded by Michael Preston that the following resolution be accepted by the BFA Executive Committee and forwarded to the BFA during the March 5 meeting.*

*The motion carried, the resolution follows:*

<b>Resolution: Faculty Salaries</b>
<b>BFA Executive Committee</b>
<b>03/02/98</b>
MOVED by Barbara Bintliff and seconded by Michael Preston,
WHEREAS the salary structure for faculty at the University of Colorado at Boulder has long been recognized as inadequate when compared to peers, the cost of living in Boulder and by nationwide averages; and
WHEREAS the inadequacy of the faculty salary structure results in retention problems, departmental and college/school salary structure problems, and equity problems, especially regarding women and faculty of color; and
WHEREAS the academic affairs administration is currently engaging in its annual budgeting process; and
WHEREAS one goal of the process this year is to address the problems of the faculty salary structure.
THEREFORE, BE IT RESOLVED, that the Boulder Faculty Assembly reaffirms its support of the academic affairs administration in crafting a plan to address this problem; and
BE IT FURTHER RESOLVED that the BFA urges the academic affairs administration and the UCB campus administration to pursue a long term solution to mitigate, insofar as possible, a recurrence of this problem.

The resolution passed unanimously by the BFA Executive Committee 03/02/98 and will be forwarded to BFA on March 5.

#### **G. Next Meeting**

The next regular meeting of the Boulder Faculty Assembly Executive Committee will be on Monday, March 9, 1998 in Porter Biosciences Room B121 from 3:30 p.m. to 5:00 p.m.