

Executive Committee
Boulder Faculty Assembly
Minutes
November 16, 1998
Approved November 23, 1998

Attending:

Chair John Daily, Vice Chair Bob Schulzinger, Secretary Barbara Bintliff, BFA at-large reps Cathy Comstock and John Cooper, BFA Academic Affairs Committee Chair Martha Jo Sani, BFA Budget & Planning Committee Chair Uriel Nauenberg, BFA Communications Committee Chair Tom Geers, BFA Faculty Affairs Committee Chair Dan Liston, BFA Student Affairs: Intercollegiate Athletics Chair Michael Preston, John Birks member of the Arts and Sciences Council Executive Committee, Athletic Director Dick Tharp, AVC Budget and Planning Academic Affairs Bill Kaempfer, Harry Massey and Kay Orten from the ASP team and VCA Paul Tabolt

Not attending:

BFA Diversity: Committee on Women Co-Chair Chonin Horno-Delgado, BFA Infrastructure: Libraries Committee Chair, Steven Bruns, ASC Chair Jeff Mitton

A meeting of the Boulder Faculty Assembly Executive Committee was held on Monday, November 16, 1998, in Porter Biosciences Room B121. Vice Chair Robert Schulzinger and Chair John Daily presided. The meeting convened at 3:30 p.m. and adjourned at 5:10 p.m.

A. Approval of Minutes

Minutes for November 9, 1998 BFA Executive Committee meeting were received late and will be reviewed and approved during the November 23 BFA Executive Committee meeting.

The BFA Executive Committee minutes will be forwarded to the BFA, Jeff Mitton, and UCB administrators each week after approval.

B. Report from Chair Daily

Fall Semester Break

Chair Daily announced the BFA Academic Affairs Committee meeting with Dean Stump and student representatives on Tuesday, November 24 from 3:30 to 4:30 in the UMC Room 425 to discuss the fall break proposal presented by UCSU.

BFA Motions and Resolutions Tracking

Daily discussed the tracking and numbering system for BFA and BFA Executive Committee motions and resolutions. After discussion it was agreed that the BFA Office would keep track of where motions are sent but it is up to the maker of the motion to track what was finally done with the motion. Motions and Resolutions will be numbered according to whether they are approved by BFA or by the BFA Executive Committee. Martha Jo Sani suggested that BFA standing

committee chairs track motions concerning their committees when issues regarding a motion arise.

Committee Assignments:

Faculty Council Privilege and Tenure

Vice Chair Schulzinger suggested the following faculty name be forwarded to Bill Marine as candidates to serve on the Faculty Council Promotion and Tenure Committee:

Mark Dubin, MCDB, 2-3491
Susan Dutcher, MCDB, 2-5561
Chuck Goeldner, BUSN, 2-4267
Mary Kraus, GEOL, 2-7251
Hartmut Spetzler, CIRE, 2-6715
Jerry Kunkel, FINE, 2-8013

After discussion, the BFA Executive Committee approved the list to forward to Marine. Marine has agreed to contact the BFA with those selected to serve.

VCAC and PRP

Schulzinger suggested the following women faculty as candidates to serve on VCAC and PRP:

Ann Huff, BUSN
Karen Tracy, COMM
Hilda Borko, EDUC
Kristina Johnson, ENGR
Erika Doss, FINE
Emily Calhoun, LAW
Jane Menken, SOCY
Veronica Vaida, CHEM
Jane Lillydahl, ECON
Judith Curry, AERO
Elissa Guralnick, ENGL
Amy Vandersall, FINE
Deborah Hayes, MUSC

After discussion, it was agreed that Schulzinger would forward the names to Bill Kaempfer for selection. Kaempfer will notify BFA of those selected to serve.

Circulatory Shuttle Committee

After discussion the following action was taken:

MOVED by Robert Schulzinger and seconded by John Cooper that Linnea Avallone (assistant professor, Lab Atmos/Space Physics) be approved to serve as BFA representative on the Circulatory Shuttle Committee.

The motion passed unanimously.

Schulzinger agreed to contact Joe Roy to inform him of the BFA representative selection.

C. Special Reports

VCA Bill Tabolt introduced Harry Massey as the recently hired ASP Director, replacing Brian Mooney.

Massey discussed the BFA motion regarding ASP training. BFA ASP representative John Cooper stated that many people are concerned about not getting some familiarization with the new system before April 13, and having academic staff out for four consecutive days during a very busy time. Cooper suggested preliminary training with a prototype as soon as possible. Cooper suggested allowing early training to give people some idea of what to expect during the scheduled April training so that they may determine the level of difficulty. Cooper further suggested that it would be reasonable to train people locally who would then train others, saving money on the consultant budget as well as allowing access to trained personnel within the University.

Massey agreed stating that people issues are often bigger than technology issues. Massey commented on the difference between engaging campus staff and familiarizing them with the system and actual formal training. Massey stated that the closer formal training is to actual use, the better. Massey commented on another phase of training allowing people to get hands on through a tutorial. A PeopleSoft tutorial may be available in January that will be accessible through the web. This tutorial would be self-involved and the ASP team would not be able to support it. Massey stated that ASP has discussed that while doing a lot of acceptance testing early in 1999 that they would talk to liaisons for volunteers to get involved with the testing. These people could then help train the trainers on campus. Bintliff asked that the ASP team consider alternatives to intensive four-day training sessions, to give training alternatives that could accommodate part-time staff. Massey responded that all options are currently open for re-examination. Cooper commented that campus trainers would allow more flexibility in this area.

Massey stated that it was clear during his first two weeks that the campus had not been engaged to a level that was necessary. Massey introduced Kay Orten who is head of Change Management (customer interaction) and will be in charge of setting up training and interaction. Massey stated that this group is organized and ready to meet with campus personnel.

Massey stated that this is a big change, it is a big system, and no matter how it is cut it will be difficult for everyone, and that it is appropriate for everyone to be anxious. Massey will concentrate on keeping the anxiety at a reasonable level.

CU Athletics

Dick Tharp, Athletic Director, reported on the athletic department budget and how it operates and the misperceptions. Tharp stated that the athletic department budget is in some ways like a pure grant budget in the sense that it doesn't necessarily reflect an allocation, priorities and percentage growth.

Daily commented that the athletic department budget hearing was interesting in that football basically pays for everything else.

Tharp stated that nothing is planned by the athletic department that drains money from academic values of the University. Tharp commented that the video boards would help generate revenue as well as be used by academic programs on campus.

Tharp also commented on the incremental costs associated with the requirements of Title IX and that compliance of these requirements is the conditions of receipt of federal funds.

Schulzinger commented on the future fan appeal of football. Tharp responded that in pure numbers sense he does not see much changing, that revenues would remain around \$60 million overall for the Big 12 Conference.

Tom Geers commented that he finds it extremely offensive that any respectable educational institution would require its student athletes to routinely miss scheduled classes. Tharp responded that the issue is complicated and asked where the faculty stands on this issue. Geers stated that there is a simple solution - student athletes are not to miss classes under any conditions. Tharp agreed that it would be a simple solution but not a realistic one considering the schedules and the affiliations of the institution with both the conference and the types of things the athletic department represents to students. Geers stated that it starts with the NCAA and that there are at least three documented NCAA principles that are directly violated by forcing student athletes to miss classes. Tharp responded that he believes there would be no difficulty on the Boulder Campus if the NCAA were to set down such a rule, which all participating institutions would then have to follow. Tharp suggested taking the issue to the administration.

Comstock asked about the funding provided by the university. Tharp responded that over the past eight years there has been approximately \$2 million added to the operating budget programmatically related to the requirement dictated by Title IX. Tharp stated that the athletic department receives less money from the institution now than nine years ago, about \$1.8 million in direct institutional support. Tharp commented that the goal would be to eliminate that, but because of the incremental piece of Title IX that isn't possible at this time. Tharp stated that the budget hearing for the athletic department would be similar to that of last year. Daily asked Tharp to attend another BFA Executive Committee meeting in January to discuss the athletic department budget for the coming year. Tharp agreed.

Mike Preston commented that Tharp has been forthcoming regarding the athletic department budget and that the more talking that is done regarding athletic department budget the more people understand, rather than suspect, how it operates.

Tharp stated that he believes there is a place in the institution for an intercollegiate athletic program. Tharp further stated he believes there are values that come out of athletics that teach students how to be successful just like teaching them to learn. Tharp stated that while discussions many times deal only with money because of the concern that athletics is taking away from core

academics and that he understands that, however, he does not want to diminish the value that comes from athletics.

Operational Budget

John Birks distributed copies of the operating expense algorithm that was filled out for the department of chemistry and biochemistry. Birks reported that several meetings with faculty and staff regarding expenses helped develop the algorithm. Birks pointed out that the algorithm is for general funds and for the teaching mission only and does not account for research. Birks said that this is a more objective way of determining what people need.

Daily stated that he is more interested in the overall support and balance and in the proportion that is spent on faculty in relation to what is spent on everything else to support faculty.

Nauenberg and Geers agreed that it is important to see where CU sits in relation to its peers in terms of faculty salaries and support. Daily agreed to get a copy of a study by Gordon Johnson done in 1996 that pertains to this issue.

Health Care

Copies of the draft preliminary recommendations from the special benefits study were distributed to the members of the BFA Executive Committee. (Document available from the BFA Office.) Daily stated that the draft was presented to the BOC and was discussed extensively at that level.

Daily reported that it is expected that three bids would be accepted. Daily stated that there are two conceptual entities involved in health care provision. The overall financial organization that offers a plan, the organization takes the premiums and in exchange gives medical services. The medical services are brought to members by providers that are hired by the plan and that providers could be anyone that the plan chooses to engage with by contract, including the Health Sciences Center. The HSC is a provider, not a plan, and the reason that CU has self-insurance is because USHSC has not wanted to be a plan. Daily further stated that HSC is welcome to negotiate with any plan organization in the State that is legally established to offer insurance and they can be the provider for any plan that they can cut a deal with. They can also form a plan entity and use themselves as the provider for that entity. Regardless, HSC will have to compete and CU will cease to be self-insured. Daily stated that it is extremely unlikely that it will lead to lower premiums. Daily stated that CU will be encouraging bids that will serve the Denver, Boulder, Colorado Springs area greatly and will also be encouraging bids that will give some differentiation as to what is provided.

Schulzinger commented that there is such objection to UA to an open bid process that there must be some modality to get them to engage in a competitive bid. Schulzinger commented on the importance of an HSC bid as well as other bids.

Daily stated that what BOC wants is a plan that includes the UA network, good service in Boulder, and provides a large national network. Daily said that the plans would be strategizing in that regard to win the bid. Daily said that the coverage is fixed for all the plans and that what will be different is what they charge, where you have to go, and whom you have to see for coverage.

Daily reported that the benefits group would have a conflict of interest policy, which means that if the HSC is a provider in any of the bids that they may not vote on the bids.

Daily commented on the importance of having four campus reps in the group. Geers asked why not make some attempt to have more reps from UCB?

Daily agreed to report the expressed concerns to the BOC.

ASP

John Cooper said that Stuart Takeuchi asked Mike Martin to form a system wide committee on ASP and asked if that has happened and if not, when would it.

D. Next Meeting

The next regular meeting of the Boulder Faculty Assembly Executive Committee will be Monday, November 23, in Room B121 in Porter Biosciences from 3:30 to 5:00 p.m.