

Attending:

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 Diversity: Committee on Women Co-Chair Carla Farsi, BFA Infrastructure: Libraries Committee Chair, Steven Bruns, BFA Student Affairs: Intercollegiate Athletics Chair Michael Preston, ASC Chair Jeff Mitton, VC Academic Affairs Bill Kaempfer, Student Administrator for Academic Affairs Trey Lyons, *Silver and Gold* representative Jeff Dodge

Not attending:

Chair John Daily, BFA Faculty Affairs Committee Chair Dan Liston

A meeting of the Boulder Faculty Assembly Executive Committee was held on Monday, October 5, 1998, in Porter Biosciences Room B121. Vice Chair Bob Schulzinger presided. The meeting convened at 3:30 p.m. and adjourned at 5:05 p.m.

### **A. Approval of Minutes**

*Moved by Barbara Bintliff and seconded by Cathy Comstock to approved the minutes of September 28, 1998.*

*The motion carried.*

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

### **B. Report from Vice Chair Schulzinger**

#### **Accessibility Task Force**

Schulzinger reported that a request for proposals for the use of \$260,000 appropriated funds from Chancellor Byyny for renovations on campus by the Accessibility Task Force would go out to all campus officials. Schulzinger asked the members of the BFA Executive Committee to urge their co-workers to submit proposals to either him or Garnett Tatum, Co-Chairs of the Accessibility Task Force.

#### **Committee Assignments**

Vice Chancellor's Awards and Grants Advisory Committee (Big 12 and Impart)

Agnes Romero **Error! Bookmark not defined.** (5-1332) has requested two faculty members to serve on the Vice Chancellor's Awards and Grants Advisory Committee to review nominations for the Big 12 Faculty Fellowship awards and IMPART Awards (Implementation of Multicultural perspectives and Approaches in Research and Teaching). Information is available from the BFA Office.

After discussion the following four faculty were recommended:

James White, Geology, **Error! Bookmark not defined.**  
Hilda Borko, Education, **Error! Bookmark not defined.**

Barry Lewis, Business, **Error! Bookmark not defined.**  
Richard Delgado, Law, 2-7458

### C. ASP Report

BFA ASP Liaison, John Cooper, reported on an update by Paul Tabolt and Judd Hurd. Cooper commented that ASP started with system administration and has moved down to the campuses. Cooper reported that they are ready to bring ASP on line with the financial reporting procedures next July and expressed his concern with the proposed training process. Cooper stated that he was appalled that the training program being considered by system administration is completely top-down, rather than having facilities available so that people could work with the program before it comes on line. Cooper reported that the plan is to train a series 600 people in lecture theatres, lecturing them about programs, for a week. Cooper reported that he was pleased to see that staff representatives also felt that the way to do this is to train some people who could then train others so that there would be dependable help available. Cooper commented that the current discussion involves lecturing for 4 days and 1 day in a lab. Schulzinger asked if the training would be done internally or by PeopleSoft. Cooper responded that PeopleSoft would do the initial sessions. Cooper stated his preference would be to train a few people on campus who could train others. Cooper commented that he believed the top-down approach was on the decrease but he expressed the faculty's concern that this is not the way to train people to the ASP team. Bintliff asked if everyone who is going to use the program would require 5 days of training. Cooper responded that they have designated those "power users" who will use the program more than 50% of the time as being the ones who will receive 5 days of training and that lesser users would require less training. Cooper also commented that the system wouldn't handle INs or Standing POs.

Cooper stated that on the positive side, he feels the Paul Tabolt and the ASP people on the campus are working well with the ASP group to get around some of the problems but that all of the top-down attitude needs to go. Cooper commented that the fact that ASP was a centralized project is part of the problem. Cooper further stated that he sees the same thing happening with health care, TLE, IRMS, etc., and feels that while it is nice to have ideas coming out of central, it would be nice to talk to the people involved at the onset.

Responding to Martha Jo Sani's concern, Cooper reported that Benefits would become part of a consolidated service center and that there would hopefully be the same level of service on campus.

Cooper reported that the training would begin in April for 600 people to bring on-line on July 1, 1999. Cooper reiterated that it would take many people off campus as a crucial time of the academic year. Schulzinger asked if there would be prototypes that people could work on between the time they are train and the new system goes in. Cooper responded that was part of the plan but stated that there should be much more hands-on availability and that there is already a release of Version 7, and that Version 7.5 would be available at the end of this year.

Schulzinger asked to what extent is it written in the contract to get PeopleSoft to adjust to our requirements? Cooper responded that he believed it was not part of the contract. Schulzinger suggested that Cooper's group work on this particular problem and it would be a good idea to look at the contract. Cooper responded that these and other concerns are being taken to the ASP leadership team on campus and expressed his wish that there were more opportunities for faculty to communicate with system

administration. Cooper also commented that until the problems are solve the new system would not be "paperless" as originally planned. Bintliff commented that ASP had identified an entire list of current interfaces that were not being addressed by PeopleSoft software and that they would start working down that list to determine what kind of interface would be built. Bintliff further stated that was before addressing the interfaces that don't exist that should, which may or may not be addressed in the next several years and that it is not exactly a complete package.

## **D. New Business**

### **Bylaws Changes**

Bintliff presented a proposed amendment to the bylaws to re-do ARTICLE II, Section 6., of the BFA bylaws.

After discussion it was agreed that Bintliff would re-write the bylaws change as suggested by Comstock and present it to the BFA Executive Committee during the October 12 meeting.

Cooper suggested that in the future, BFA ballots be created according to the bylaws, listing the nominator(s) of each BFA nominee.

Bintliff also suggested changing the elections process to include a one page memo to all faculty informing them how they may nominate and vote on the web.

Bintliff agreed to review the revised bylaws for technical corrections, and to look at the elections process before the spring elections.

## **E. Old Business**

### **Post-Tenure Review**

Nauenberg reported that Post-Tenure Review begins in January. Nauenberg stated that 10% of faculty received a "below expectations" reporting at one level or more and that will be the level that will generate post-tenure review. Nauenberg stated that he believed it was to be an overall assessment of below expectations that would generate a review. Kaempfer commented that this has been a matter of debate and that there has been extensive discussions among deans re whether a review is triggered by one below expectation or overall. Preston suggested finding out exactly what the Post-Tenure Review document states. Nauenberg responded that he would check. Cooper stated that he agrees that the reviews are triggered by an overall below expectation rating.

### **System Administration**

Nauenberg reported that system administration has said that they welcome hearing from the BFA Executive Committee if they want to discuss issues relative to the last conversation with system representatives and not just UCB issues. Cooper commented that he would like to have the system administrators in charge of TLE and IRMS to give the BFA Executive Committee their perspective and asked Nauenberg to encourage a meeting.

Kaempfer commented that during the feedback process a series of meetings at the college level would be planned asking for official feedback. In response to questions by Steven Bruns, Kaempfer responded that IRMS is the money side to TLE. TLE is the programmatic direction for the University and IRMS involves the cost to implement the Academic Affairs and UCB Strategic Plans associated with TLE.

Kaempfer reported that the next step of TLE is to distribute a questionnaire to all faculty regarding the goals of the strategic plan and ask faculty to identify areas that may have been missed, or should be deleted or added. Cooper suggested finding out whether faculty does endorse the strategic plan.

Mitton suggested that Daily ask for another presentation by system administration. Mitton suggested submitting his data from 1985 to present to system to discuss and get an agreement on the data. Mitton states that the 1989 to present data is missing a large amount of growth.

Geers stated that the BFA needs to know how many administrators (associate deans, department chairs, etc.) are counted as faculty, as well as the results of Todd Gleeson's peer group study. Martha Jo Sani provided John Ruhnka's \*UCD) faculty salary and benefit charts for UCB, UCD and UCCS, which show that UCB has been losing ground to its peers faster than UCCS and UCD have. Geers commented that most of the data from system administration regarding faculty salaries is not useful, but that Ruhnka's charts are. He suggested seeking the system administration's interpretation of Ruhnka's data. Geers said that not only is the present salary situation troubling, but also that the current slope of salary vs. time for UCB faculty is lower than the average slope for UCB's peer institutions.

Kaempfer commented that he has started a process for the AAU Group of department by department to see where the University would rank to determine CU's peers and where does CU rank within its peers.

Cooper suggested that Nauenberg continue working with VP Fischer and that all BFA Executive Committee members help Nauenberg identify data they are interested to discuss with system administration. As suggested by Cooper, Nauenberg agreed to continue to collect data, share it with system administration, give them a chance to digest the data, and invite them to another BFA Executive Committee meeting to discuss TLE.

Schulzinger suggested asking system to attend a BFA Executive Committee meeting to discuss how TLE will be implemented in such a way as to raise faculty compensation to a level considered to be that of their peers.

## **F. Open Forum**

### **Sexual Harassment**

Comstock asked the BFA Executive Committee to allow 30 minutes on the November 5 BFA agenda for members of the sexual harassment committee to discuss changes that will have an impact to the sexual harassment policy.

After discussion it was agreed that members of the sexual harassment committee would be invited to give a twenty-minute presentation during the November 5 BFA meeting to discuss the changes to the sexual harassment policy and to do some training. Cooper asked for a follow-up on the BFA motion on sexual harassment workshops, approved by the BFA on 11/07/96. A copy of the motion will be included in the BFA packet of materials for the November 5 meeting.

## **G. Standing Committee Reports**

### **Academic Affairs**

BFA Academic Affairs Committee Chair, Martha Jo Sani, asked the members of the BFA Executive Committee to approve the nomination of James White to serve as the BFA representative on the committee.

After discussion, the following action was taken:

*MOVED by Martha Jo Sani, seconded by Michael Preston, that BFA member James White is approved to serve as the BFA representative to the BFA Academic Affairs Committee.*

*The motion passed unanimously.*

#### **H. Next Meeting**

The next regular meeting of the Boulder Faculty Assembly Executive Committee will be Monday, October 12, in Room B121 in Porter Biosciences from 3:30 to 5:00 p.m.