Boulder Faculty Assembly
Executive Committee Meeting
January 13, 2014

Attending:
Paul Chinowsky, Chair
Mike Klymkowsky, Vice Chair
Horst Mewes, Political Science
Catherine Labio, Arts & Science Chair
Brad Monton, Philosophy
Jerry Peterson, Physics
Bob Ferry, History
Carrie Olson, BFA Assistant
Bill Kaempfer, Associate Vice Chancellor
Peggy Jobe, Libraries
Carmen Grace, French & Italian, BFA Secretary
Adam Norris, Applied Mathematics
Jerry Rudy, Psychology and Neurology
Joey Hubbard, UGGS President
Laura Michaelson, UGGS Executive Vice President

Meeting was called to order at 4:05 pm by Paul Chinowsky.

Main focus is to continue our discussion from the meeting on Tuesday, January 7, 2014, regarding how to handle the issue around the Adler case and everything surrounding ODH, etc.

If we have time, I will show you a graph that displays the attendance of membership at the general BFA meetings over the last three years. Where it might become relevant to our topic is that if someone wants to become involved on an important issues, they have to somewhat be engaged in BFA.

Review of where we are on the Adler case:

- Patti is back teaching her class
- Large segment of the faculty that would like something said from BFA
- What is our value in this situation
  - Education piece
    - Address the concern and fear factor that faculty has about someone going after them in their class
    - Talk about the process and how it works
    - Be an education force
  - Desire to know what happened in this specific case

Approach as two different committees:

- The group that is focusing on how we educate faculty and reduce the fear is going to get overwhelmed by the distractions of outside people wanting to know what’s going on with the Adler case:
  - The education committee needs to be able to get to a productive conclusion to assist the faculty
  - The education committee affects instructors, tenure track faculty, etc.
    - Needs to have open meetings to get input on what the concerns are
- For credibility sake, the people that are on the specific Patti Adler case need to:
  - Be senior faculty at an equal rank if possible
  - Conduct meetings in a controlled atmosphere to be as productive as possible
End reports are very different
  o One is a report to better educate faculty
  o The other is a fact finding report
Both fixed terms with a completion date of May 1, 2014

Discussion:

Guidelines:
  • The bylaws state that an ad hoc committee can be created by the executive committee
    o In Article 5, Section A2 of the bylaws, it reads:
      “Committees may be created, as needed, by the Assembly. The
      charge and purpose of each standing committee shall be determined
      by the Assembly, and incorporated into the Standing Rules of the
      Boulder Faculty Assembly.”
    o Under ad-hoc committees, Article 5, Section C1, it says: . . . “may be constituted
      as needed for a specific purpose . . . . the assembly may vote a one-year
      extension of the life of an ad hoc committee.”
  • The Policy and Procedure Committee would not look into reform of ODH only at the
    processes involved and possible reform of the non-Federally mandated rules and
    regulations that affect administration, faculty, staff, and students across the Boulder
    campus.
  • Committees can share their findings with each other so there is no overlap or
    differences in possible recommendations for procedural changes.

Comments on the two committees:
  • Committee A
    o Narrow focus
      ▪ Only discussing what happened in the Adler case
        • What worked
        • What went wrong
    o Open only to committee members and invited guests
    o Address any procedures in ODH or department/administration responses that
      need to be changed in the future
    o Committee members would consist of current elected BFA members
    o Submit a report to the BFA executive committee by May 1, 2014
  • Committee B
    o Open to the whole campus periodically and at the discretion of the committee
    o Draw from faculty across the campus to sit on the committee
    o Possibility of also including students, ODH, and non-ODH administration on
      committee
    o Can educate faculty on the processes that should take place on both the ODH
      side and what they can expect from their department and the administration
      ▪ Possibly make recommendations for a step-by-step process of how
        departments and administration should react before, during, and after
        an ODH investigation
        • A policy for departments and administration does not seem to
          exist at this time
Submit a report to the BFA executive committee by May 1, 2014

Charges for the two committees was presented by Paul Chinowsky:

Original Document Presented by Paul Chinowsky for the Proposed Committees

Proposed Committee(s) based on January 7, 2014 Executive Committee Meeting
Based on the discussion and suggestions from the Executive Committee meeting I am proposing the formation of two committees as follows:

Committee A: Patti Adler Review Committee
Committee Charge: Review whether established University policies and procedures were followed in the Patti Adler case.

Issues:
   a. What are the facts surrounding this situation that can be learned and shared with the faculty?
   b. What are the specific policies and procedures (P&P's) that should have been followed in this case?
   c. Did administration and faculty follow the P&P's?
   d. What are the recommendations for avoiding this situation in the future?

   This approach provides the BFA with an opportunity to determine if due process was provided to the faculty member, to recommend how appropriate due process would be provided in the future.

   The committee will be comprised of ten members – Six senior faculty members from across the disciplines, the committee chair from the BFA Executive Committee, and three administration representatives. The BFA Chair and the Director of HR will sit ex officio as resources.

   The committee will complete its task by May 1, 2014. Progress reports to the BFA Executive Committee will be given every 30 days.

Committee B: Policy and Procedure Committee

Committee Charge: Review established procedures related to ODH and additional and appropriate faculty offices that provide oversight to faculty teaching activities, with the purpose of recommending improvements to such procedures and to provide additional guidance materials to assist in educating faculty on policy and procedures.

Issues:
   a. What are the policies and procedures that the faculty should be familiar with regarding oversight?
   b. How is education of these policies and procedures being accomplished currently?
   c. What methods can be used to enhance this education process?
The committee will be comprised of ten members – Six faculty members from the BFA membership, including both TT and instructor representation (one of which will serve as committee chair), at least two administration representatives, and two additional resource members as determined by the other eight members. The BFA Chair and the Director of HR will sit ex officio as resources.

The committee will complete its task by May 1, 2014. Progress reports to the BFA Executive Committee will be given every 30 days.

**Motion was put forth by Paul Chinowsky:**
Motion to nominate Mike Klymkowsky to chair the Patti Adler Review Committee as he is Vice Chair of the BFA, is in Science in Arts and Sciences but not considered close enough to Sociology that there would be a bias but still understands the workings of the college. Mike has a reputation on campus from the teaching side that gives standing so that there would be consideration for the students and any questions that might come up.
Seconded by Adam Norris.
Passed by a majority.

**After group discussion, the following document was drafted:**

**Revised Document Presented for the Proposed Committees**

Proposed Committee(s) based on January 7, 2014 Executive Committee Meeting
Based on the discussion and suggestions from the Executive Committee meeting I am proposing the formation of two committees as follows:

**Committee A: Patti Adler Review Committee**
Committee Charge: Review whether established University policies and procedures were followed in the Patti Adler case.

**Issues:**

a. What are the facts surrounding this situation that can be learned and shared with the faculty?
b. What are the specific policies and procedures (P&P’s) that should have been followed in this case?
c. Did administration and faculty follow the P&P’s?
d. What are the recommendations for avoiding this situation in the future?
e. Were fundamentals of academic freedom and academic responsibility violated/followed?

This approach provides the BFA with an opportunity to determine if due process was provided to the faculty member, to recommend how appropriate due process would be provided in the future.

The committee will be comprised of seven members – Six full professor faculty from BFA elected representatives plus the committee chair from the BFA ExCom. The BFA will sit as ex officio as a resource.
The committee will complete its task by May 1, 2014. Progress reports to the BFA Executive Committee will be given every 30 days.

**Committee B: Policy and Procedure Committee**

Committee Charge: Review established procedures related to ODH and administrative and faculty processes, with the purpose of addressing faculty concerns and recommending improvements to such procedures and to provide additional guidance materials to assist in educating faculty on policy and procedures.

**Issues:**

a. What are faculty responsibilities regarding students and the larger campus community in relation to discrimination and harassment issues?

b. What are the policies and procedures regarding oversight of these responsibilities?

c. How are the principles of academic freedom and responsibility incorporated into the processes of ODH?

d. How is education of these policies and procedures being accomplished currently?

e. What methods can be used to enhance this education process?

f. Are improvements in the policies and procedures needed?

The committee will be comprised of eleven members – Ten faculty members from the BFA membership, including both TT and instructor representation, plus an additional member from the Executive Committee who will serve as the committee chair. The BFA Chair will sit as ex officio as a resource.

The committee will complete its task by May 1, 2014. Progress reports to the BFA Executive Committee will be given every 30 days.

*Motion was put forth by Paul Chinowsky:*

Motion to permit approval by the BFA Executive Committee of the charges of the two proposed committees should be permitted to take place via an email which Paul Chinowsky will send to the BFA Executive Committee members. If passed with a quorum, then they will stand as written. If they do not pass with a majority, then a second meeting on this topic will be called. Seconded by Jerry Peterson. Passed by a majority.

Meeting adjourned at 5:40 pm.

Submitted by Carrie Olson, BFA Assistant