MINUTES
Executive Committee Meeting,  
Boulder Faculty Assembly  
April 1, 2013

Attending  
Jerry Peterson, BFA Chair  
Paul Chinowsky, BFA Vice-Chair  
Carmen Grace, BFA Secretary  
Greg Carey, BFA Executive Committee Member at Large  
Peggy Jobe, BFA Executive Committee Member at Large  
Karen Ramirez, BFA Administrative Services & Technology Committee Chair  
Elizabeth Bradley, BFA Intercollegiate Athletics Committee Chair  
Robert Parson, BFA Libraries Committee Chair  
Adam Norris, Instructor-Track Faculty Affairs Committee Co-Chair  
Rolf Norgaard, Instructor-Track Faculty Affairs Committee Co-Chair  
Joe Rosse, Former BFA Chair  
David R. Kassoy, Retired Faculty Association Representative  
Robert Ferry, Arts and Sciences Council Chair  
Bill Kaempfer, Vice Provost, Associate Vice Chancellor for Budget and Planning  
Sierra Swearingen-Todd, BFA Coordinator

Guests  
Leonard Dinegar, CU Senior Vice President of Chief of Staff  
Dan Montez, Director, CU Office of Policy and Efficiency

Not Attending  
Sanjai Bhagat, BFA Administrator Appraisal Committee Chair  
Jerry Rudy, BFA Budget and Planning Committee Chair  
Ruth Ellen Kocher, BFA Diversity Committee Co-Chair  
Ted Stark, BFA Faculty Affairs Committee Chair  
Asunción Horno Delgado, BFA Faculty Compensation and Benefits Committee Co-Chair  
John S. McCartney, BFA Faculty Compensation and Benefits Committee Co-Chair  
Steven Koenig, UGGS President  
Laura Michaelson, UGGS Executive Vice President

The Boulder Faculty Assembly Executive Committee held its regular meeting on Monday, April 1, 2013 in Norlin Library room N410. BFA Chair Jerry Peterson presided. The meeting convened at 4:00 and adjourned at 5:30 p.m.

I. Chair’s Report

   a. President Benson’s Town Hall – Wednesday, April 24, 2:30 to 3:30 pm in Old Main. He has been invited to meet with the BFA Executive Committee afterwards.

   b. BFA Excellence Awards – The selection committees have selected these recipients:
   - John Cumalat, Physics, Excellence in Service
   - Janet deGrazia, Chemical and Biological Engineering, Excellence in Service
   - Hillary Potter, Sociology, Excellence in Service
   - Carol Cleland, Philosophy, Excellence in Research, Scholarly, & Creative Work
   - Noah Fierer, E.E. Biology, Excellence in Research, Scholarly, & Creative Work
- Kristine Larson, Aerospace, Excellence in Research, Scholarly, & Creative Work
- Karl Linden, C.E.A. Engineering, Excellence in Research, Scholarly, Creative Work
- Christine Hrenya, Chemical and Biological Engineering, Excellence in Teaching
- Daphne Leong, Music, Excellence in Teaching
- Dragan Maksimovic, E.C.E. Engineering, Excellence in Teaching
- Greg Tucker, Geological Sciences, Excellence in Teaching

c. **Faculty Participation in Commencement** – Faculty will not sit on the platform this year. Instead they will march in the processional and sit with graduating students in their units. The Chancellor’s brunch will follow, again co-sponsored by the BFA.

d. **Faculty Governance Speaker** – On Tuesday, April 9th at 12:00 Phil Cole, the head of Idaho State University’s Faculty Governance, will speak in the University Club. [ISU’s President dissolved its Faculty Senate in 2011. More information is on line at the Idaho State Journal: http://tinyurl.com/cr4hybf.] Box lunches will be served. All BFA and Executive Committee members are invited. RSVP to the BFA office at 2-6271.

e. **Pac-12 Coalition of Faculties** – UCB will not participate in the spring meeting in Tempe, Arizona. Topics may include NCAA actions that require certain compliance matters that do not consider their additional cost.

f. **Agenda at this Thursday’s BFA meeting** – Steve Thweatt, the Executive Director of Facilities will report on Campus Capital improvements. The meeting will also include the annual election of BFA officers and BFA committee members. Committees should present new motions and resolutions now, if they wish to have them approved this year. Please contact the BFA office as soon as possible, to reserve time in the agenda.

II. **Special Report – President’s Task Force on Efficiency**

Peterson welcomed Leonard Dinegar, CU Senior Vice President and Chief of Staff; and Dan Montez, Director of CU’s Office of Policy and Efficiency (OPE). Dinegar provided a handout summarizing progress and accomplishments of the President’s Task Force on Efficiency. [On line at https://www.cu.edu/policies/downloads/TFE-Outreach.pdf.]

The highlights of Dinegar and Montez’s report included the following points:

- The task force includes several faculty members, including the current BFA Chair.
- The President formed the task force in 2008 in response to feedback that CU’s policies were too difficult to find, too numerous, and too long to read. The task force provides the Office of Policy and Efficiency direction with regard to these improvements.
- The Task Force keeps a scorecard to summarize progress on System administrative policy statements:
  - In November 2008 CU had 210 policies on 650 pages.
  - In March 2009 CU had 138 policies on 405 pages.
  - In January 2013 CU had 85 policies on 265 pages.
- Some of this progress is due to some policies being delegated to the campuses, especially where a campus-specific policy would be more responsive to the campus’ differing needs.
- When policies are reviewed the responsible policy office and OPE include as many affected groups as possible in providing input.
- CU System administration now issues policy changes twice per year: on July 1st and on January 1st. Each policy now includes a related justification page, stating explicit
reasons for the policy changes and who was involved in the review of the policy.

- Dinegar and Montez will make additional presentations on the campuses in the coming months.
- The Office of policy and efficiency, on behalf of the PTFE, conducted a recent survey on the progress being made towards four goals in the original charge to the PTFE. The survey was targeted to personnel and campus groups that have been involved with the work of the PTFE and the OPE. 249 individuals completed the survey, and provided 518 individual, open-ended answers. A recurring theme in the responses is that communication about policies and policy changes could be improved.

Discussion followed, including these points and perspectives:

- An important goal of the Office of Policy and Efficiency is to ensure that people have access to the policies that affect them. The System-level policies webpage has been helpful in that regard. Other improvements in communication include an email distribution list for policy changes, to reach key people on campus.
- Many policy-related problems are a simple result of not enough people and too much work. The Office of Contracts and Grants is just one example. The shortfall has caused problems in some areas of the University, especially where costs can be significant if a mistake is made. Short-staffing puts pressure on faculty, who often rely on staff to make sure policy-related tasks are done correctly.
- The System website is being revised. Improved websites will be available in mid-summer. One focus will be on how we integrate System and campus policies.

III. Committee Reports and Updates

BFA Intercollegiate Athletics Committee

Committee Chair Liz Bradley reminded the committee of the Herbst Academic Awards Breakfast April 16th from 7:00 to 8:30, in the Club Level. [Rescheduled to April 26th.]

Bradley then gave a bi-annual report. Highlights follow. This year, the Committee:

- continued work to reduce the number and impact of midweek football games;
- gave input on a proposed certificate program: Sport/Race/Gender in US Society;
- consulted on the transition from a 1 credit Life Skills class to a 3 credit course;
- reviewed the operation of a committee that reviews recruits’ academic records before they are allowed to visit campus, to prevent admission of non-qualifiers;
- heard a report from Herbst about how tutors are recruited, trained, and managed;
- assisted in the selection of a new football coach that supports academics and student athletes’ welfare, via the Committee’s chair Elizabeth Bradley;
- encouraged the Chancellor to speak against bowl games that conflict with final exams.
- investigated whether Student Athletes are over-using on-line courses (they are not);
- began discussion on whether the State’s guaranteed articulation agreement needs review1;

1 http://highered.colorado.gov/Academics/Transfers/Students.html. These agreements “remain in force until such time as the curriculum of the degree program changes or a participating institution requests reconsideration.”
• heard a report about new NCAA legislation, then monitored and gave input on changes;
• helped plan Athletics’ new exit interviews (IAC members will pilot this semester);
• considered how basketball teams might integrate international trips with the more traditional goals and purposes of study abroad programs;
• worked with the Chancellor to improve the scholarship appeals committee’s membership;
• brainstormed with the Athletics Department about faculty/athletics communication and engagement, including featuring faculty research and creative work at ball games;
• prepared input for the BFA’s Faculty Focus study [see bullets below as addendum].

Bradley also provided data on head injuries:

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<td>Volleyball</td>
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<td>Men’s Basketball</td>
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<td>Women’s Basketball</td>
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<td>Soccer</td>
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Her comments:
• Since 2007 there have been 2 football student athletes that were medically disqualified due to potential risk of significant injury with concussion.
• Football numbers for 2012/2013 will be higher because of increased national attention.
• Athletics does not follow-up with players after graduation, but all Student Athletes get exit physicals with a doctor, with particular inquiry into head injuries.

Discussion followed. The Executive Committee thanked Bradley for her excellent leadership of the Athletics Committee.

Administrative Services and Technology Committee

Committee Chair Karen Ramirez presented a proposed change to the Committee’s Bylaws:

**Current Wording:**

BFA Administrative Services & Technology Committee
"The Administrative Services and Technology Committee shall be responsible for monitoring and assessing administrative services on campus to ensure that they efficiently and properly meet the academic goals of the campus. One or more members of the Committee may serve on the campus Environmental Council or its successor, and other campus entities. The Committee shall address the use of technology in teaching, research, and service, and may serve as an advisory panel to the campus Information Technology Services. One or more members of the Committee shall also serve on the Faculty Council Learning, Educational Technology, Teaching and Scholarship (LETTS) Committee." BFA Standing Rules, Article V, Section 1(b).

**Suggested Cleaned up Wording:**

BFA Administrative Services & Technology Committee
"The Administrative Services and Technology Committee shall be responsible for monitoring
and assessing administrative services on campus to ensure that they efficiently and properly meet the academic goals of the campus. To this end, one or more members of the Committee may serve on Administrative Services committees, such as the Environmental Council or its successor. The Committee shall also be responsible for monitoring and assessing the use of technology in teaching, research, and service. To this end, the Chair or another appointed AST Committee member will be expected to serve on the OIT Faculty IT Committee or its successor, and other AST members may also serve on the OIT Faculty IT Committee, as interested.”

Discussion followed. It was agreed that the committee’s proposed wording would be packaged with other committees’ proposed changes, for a notice of motion at the next BFA meeting.

IV. Old Business

Instructor-Track Faculty Affairs Committee

Co-Chair Rolf Norgaard presented the following revised resolution:

**BFA Instructor-Track Faculty Affairs Committee**

**Resolution Regarding Appointments of Instructors With a Range of Workload and Service Options**

**Whereas** proposed changes in the College of Arts and Sciences regarding full-time appointments of instructors seem to lack the option of a 3/3 teaching load with significant service as a 100% appointment, which has been the historic norm for instructors in A&S;

**Whereas** these proposed changes establish a new definition of a 100% appointment (e.g. a 4/4 load, up from a 3/3 load) that does not account for the flexibility required for departments and programs with varying teaching and service needs;

**Whereas** these same proposed changes reduce to a 75% appointment the current teaching and service roles of instructors, with real financial and legal consequences following from this now part-time status, and with a troubling symbolic message that denigrates the efforts of long-serving instructors;

**Whereas** the proposed changes in the structure of instructor appointments in the College of Arts and Sciences set a de facto standard for the entire campus, and a worrisome precedent for changes in the teaching and service commitments of tenure-stream faculty;

**Whereas** the Boulder Faculty Assembly has already voted by a significant majority against previously proposed uncompensated workload increases for instructors (BFA-X-M-022210, April 2010);

**Let it therefore be resolved** that the Boulder Faculty Assembly objects to a proposed redefinition of the teaching and service currently performed by full-time instructors as being part-time (now a 75% appointment), and instead endorses flexibility in the structure of full-time (100%) instructor appointments to better meet the varying needs of departments and
programs and to better acknowledge the varying talents and contributions of instructors themselves. This more flexible appointment structure would allow for 100% (full-time) appointments in the range from a 3/3 load to a 4/4 load, with accompanying adjustments in the service roles performed by these instructors. Each reappointment would involve instructors in negotiating the most suitable workload given the unit’s teaching and service needs.

Notice of Motion to the BFA Executive Committee: March 18, 2013
Approved by the Executive Committee for forwarding to the BFA: April 1, 2013

Discussion followed:
- ASC Chair Robert Ferry reported that the Arts and Sciences Council will discuss this resolution at its April meeting.
- Kaempfer commented that a potential problem of maintaining only two classifications: part-time and full-time, could interfere with the Campus’ ability to compensate instructors for what were formerly known as overload courses.

Moved by Rolf Norgaard that the Resolution be approved by the Executive Committee for forwarding to full BFA.

The motion passed unanimously.

Elections and Nominations Committee

Committee Chair Carmen Grace reported that this year’s turnout was greater than last year’s, and recommended the continued use of the Qualtrics system, or a similar on-line system, to conduct BFA elections. The BFA will hold its annual election meeting this Thursday to elect its officers and committee representatives for the coming year. R.O.T.C. cadets will again be on hand to act as election tellers.

V. Adjournment. There being no further business, the meeting adjourned at 5:30.

Respectfully submitted by Sierra Swearingen-Todd, BFA Coordinator
Addendum - Intercollegiate Athletics Committee – Faculty Focus Study

The Changing Role of Faculty in the University

COMMUNICATION
- people don't know what we do:
  o we don't just teach: what the other pieces of 40-40-20 mean
  o and how they couple to one another
  o we work in the lab or at home; we travel on business
- we need to educate people (students, parents, industry, regents, politicians) about what we do. faculty as ambassadors.
- but how to do this without coming across as defensive??
- and the system is not set up to reward that...

DISCONNECTS
- there are now many different answers to the question “why does CU exist?”
- what are we here for? And how should we think about that answer, given how the funding flows?
- people who hire our BA grads now demand skills that we used to only teach grads
- but education is not (and should not be) the same thing as job training...

TECHNOLOGY
- technology facilitates out-of-office work, but facetime is still critical
- online courses: dis/advantages (incl. two-tier education system)
- but should CU put effort into that when everyone else—some high-powered and resource-rich—is on that bandwagon?
- other new media and their implications: blogs, twitter, et al.
- should we think about teaching applied ethics in this context? (e.g., what are your responsibilities, as a reporter of information even in the internet age, to make sure it's unbiased?)
- but have to balance any teaching of ethics against perception of liberality...

FUNDING
- we have to be more entrepreneurial than our predecessors had to be
- we need to find out about nontraditional funding sources, for instance, and learn how to compete successfully for that money
- again, the support & reward structures need to line up with that

FINAL WORD
These are exactly the questions that people ask administrators when they're out fundraising, recruiting, or doing other outreach, so answers to them will be critical.