MINUTES
Boulder Faculty Assembly
April 4, 2013

Attendance
BFA Members Attending
Elizabeth Bradley           Ruth Heisler           John McCartney          Adam Norris
Paul Chinowsky           Matt Jelacic           Jim Meiss           Robert Parson
Douglas Duncan           Peggy Jobe           Shivakant Mishra           Jerry Peterson
Elizabeth Bradley           Dave Kassoy           Karl Mueller           Alex Sweetman
Carmen Grace           Dan Kaufman           Carrie Muir           Martin Walter
Phil Graves           Penny Kelsey           Robert Nauman           Jeff Weiss
Vicki Grove           Buzz King

BFA Members Not Attending
Frank Beer           Antonia Green           Se-Hee Lee           Maj. David Rozelle
Sanjai Bhagat           Jim Green           Susan Nevelow Mart           Jerry Rudy
Greg Camilli           John Gunther           Melinda Piket-May           Seth Spielman
Greg Carey           Asunción Horno-Delgado           Reiland Rabaka           Ted Stark
Andrew Cooperstock           Lakshmi Kantha           Karen Ramirez           Bryan Taylor
Beth Dusinberre           Hun Shik Kim           Antje Richter           Steve Vanderheiden
Maw Der Foo           Mike Klymkowski           Michael Ritzwoller           Ahmed White
Sanjay Gautam           Manuel Laguna           Joe Rosse

Newly Elected BFA Members Attending
Sarah Goodrum, Sociology
Cort Pierpont, Chemistry and Biochemistry
Horst Mewes, Faculty At-Large Representative (Political Science)

Liaisons Attending
Bill Kaempfer, Vice Provost and AVC for Budget & Planning
Dominique de Vangel, Staff Council Liaison

Election Tellers
R.O.T.C. Cadets Emily Wu, Tanner Reinhart, Parker Smith, and Madison Maloney

Guests and Observers Attending
Steve Thweatt, Executive Director of Facilities Management and Campus Architect.
Sierra Swearingen, BFA Coordinator

The Boulder Faculty Assembly held its regular meeting on April 4, 2013 in Wolf Law 207. Chair Jerry Peterson presided. The meeting convened at 4:00 p.m. and adjourned at 5:20 p.m.

I. Chair’s Report - Jerry Peterson

a. Excellence Awards – The BFA’s Excellence Award selection committees have completed their decision-making process. This year’s awardees are as follows.

Excellence in Service:
- John Cumalat, Physics
- Janet deGrazia, Chemical & Biological Engineering
- Hillary Potter, Sociology
- Eric Stade, Math & Libby Residential Program
Excellence in Teaching:
Christine Hrenya, Chemical & Biological Engineering
Daphne Leong, Music
Dragan Maksimovic, Electrical, Computer, & Energy Engineering
Greg Tucker, Geological Sciences

Excellence in Research, Scholarly, & Creative Work:
Carol Cleland, Philosophy
Noah Fierer, Ecology & Evolutionary Biology
Kristine Larson, Aerospace Engineering
Karl Linden, Civil, Environmental, & Architectural Engineering

b. Commencement – This year faculty will accompany, and sit with, their students.
c. Faculty Council Election – The election will be held on April 25th. Please make nominations for Boulder Campus representatives and nominations for officers. To nominate a colleague for Boulder Campus representative, please contact the BFA office at bfa@colorado.edu. To nominate someone for Faculty Council officer, please contact JoanneAddison@ucdenver.edu. Current nominees are: Melinda Piket-May (UCB) for Chair, Laura Borgelt (Anschutz) for Vice Chair, and Christina Martinez (UCCS) for Secretary.
d. APS 1009 – Faculty Council continues to discuss the policy requiring multiple measures of teaching evaluation.
e. Regents Meeting April 9 – The Regents will discuss a possible raise pool for faculty.
f. President Benson’s Town Hall – Wednesday, April 24th, Old Main 2:30 to 3:30. He will meet with the BFA Executive Committee afterward.
g. Faculty Focus Study Slides – Intercollegiate Athletics has produced additional bullet points for the BFA’s Faculty Focus study. [Addendum I below.]

II. Special Report: Assistant Vice Chancellor for Facilities Management

Peterson introduced Steve Thweatt, Assistant Vice Chancellor for Facilities Management.

In a combined presentation and discussion session, Thweatt summarized several capital projects that are underway, are pending legislative approval, or are being considered for the future. He also gave an update on last year’s program review of the Planning, Design, and Construction Group. Highlights of his presentation included:

- Two projects funded by campus cash revenue will begin as soon as Commencement is over: renovations of Ekeley and Baker Hall.
  - Three state funded projects proposed this year: an academic infill for the Biotechnology building, a renovation of Ketchum Arts and Sciences, and an aerospace and energy systems addition to the Engineering Complex.
- It is hoped that we might see additional State funded capital renewal projects next year, to follow the Ketchum project if State revenues continue to look good, are Hellem, Guggenheim, and Henderson (in no particular order).
- Potential cash-funded projects in the future:
  - Cristal Chemistry renovation (planned for this summer),
  - a Center for Academic Success project built above the Euclid Autopark,
• Sustainability, Energy and Environment Complex (formerly known as the Geosciences building) on the East Campus. The project includes the renovation of the MacAllister building and adding a new laboratory wing,
• a Campus Data Center, to consolidate the Campus’ computing needs,
• Glenn Miller Ballroom renovation (funding has been secured), and
• the next phase of the Athletics master plan, to develop academic space for student athletes under the Folsom club level and additions and renovations to the Dal Ward Building.

• The 20 year capital plan is in the Campus Master Plan, on line at http://fm.colorado.edu/planning/planning.html.
• The Campus performed a program review of Facilities Management Planning, Design, and Construction Division last spring, resulting in several recommendations, focusing on three main areas:
  ▪ general management and culture,
  ▪ client services and communication,
  ▪ resource management and process.
• The Campus has created a new Capital Projects Governance Group, to analyze issues that are difficult for project teams to manage. For example conflicting goals in a capital project. Members include the Provost, the Senior Vice Chancellor and C.F.O, the Vice Chancellor for Administration, and the Associate V.C. for Facilities Management.
• Improvements in client services are underway, including a new focus on more effective communication. Thweatt handed out a capital process brochure [available as a pdf at http://tinyurl.com/bqudqar. The Campus has also created a Client Advisory Group.

• Campus construction this summer will be busy, including projects at the Rec Center and the East Campus energy plant, revisions in utility distribution all over main campus, and the Ekeley and Baker Hall renovations. In addition to those, any projects that were approved by the State Legislature will break ground in May/June. Some parking availability may be affected. Construction activity on campus can be monitored at the Cone Zone website, http://tinyurl.com/cdygnnn.

Discussion followed, including these points and perspectives:
• The University’s planned investment in construction may be over-reaching, if a significant percentage of the student body is taking classes on line in the future.
• Solar power planning was not included in any of the construction plans discussed today, because the Campus has a separate initiative for solar power to integrate and maximize available technologies, grants, and rebates. [UCB’s sustainability website is online at http://www.colorado.edu/cusustainability/index.html.]

III. Committee Reports

Instructor Track Faculty Affairs Committee (ITFAC)

Committee Co-Chair Rolf Norgaard called the Assembly’s attention to the Committee’s contribution to the Faculty Focus study. [Below as addendum II.]
Norgaard then presented Notices of Motion for three resolutions:

**BFA Instructor-Track Faculty Affairs Committee Resolution**  
Regarding Instructor Reappointment Processes With Respect To  
Enumerated Duties and Multiple Measures of Teaching Evaluation

Whereas instructors are offered contracts or letters of agreement that specify duties and evaluation weightings for such categories as teaching, research, and service and/or administration;

Whereas the evaluation of teaching must include multiple measures beyond the faculty course questionnaire (FCQ) or other such instruments, per relevant Administrative Policy Statements;

Therefore be it resolved that, to ensure the integrity of the reappointment review process, evaluations for reappointment must reflect the full range of duties that the faculty member is assigned to perform, and must include multiple measures when evaluating teaching.

Let it further be resolved that the BFA ask Academic Affairs to enforce the integrity of the reappointment review process for instructors and senior instructors.

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

**BFA Instructor-Track Faculty Affairs Committee**  
Resolution to Create Minimum Voting Rights  
In Departments and Programs on the Boulder Campus

Whereas Boulder campus faculty who hold the ranks of assistant professor, associate professor, full professor, instructor, and senior instructor (the “regular” faculty) have broad eligibility to vote for and serve on the Boulder Faculty Assembly, per its by-laws;

Whereas some departments and programs on the Boulder campus restrict instructors from enjoying basic voting rights and even the ability to attend department meetings;

Whereas the creation of a basic floor for general minimum voting rights addresses the wide variance in the enfranchisement or disenfranchisement of faculty at the same rank in different programs and departments;

Whereas any program or department can restrict general voting rights or presence at a meeting given the nature of the specific issue under discussion (e.g. personnel matters);

Whereas broad participation in the intellectual life and governance activities of a
department or program leads to greater collegiality, professionalism, and commitment to the educational and research missions of the campus, and to better communication regarding policies and curricula by instructors to the students they teach;

Therefore be it resolved that the Boulder Faculty Assembly endorses the creation of consistent minimum voting rights in departments and programs on campus. These minimum voting rights would be consistent with the voting rights enumerated in the BFA By-laws: “faculty with appointments of at least 50%: Professors of any rank except adjunct or ‘of practice,’ Instructors of any rank, Research Professors of any rank, Clinical Professors of any rank, and ROTC faculty of any rank.” Although any department or program can restrict these minimum voting rights and meeting attendance given the specific issue under discussion (e.g. personnel matters), such restrictions should be regarded as limited exceptions to the principles of broad participation by these faculty in department and program affairs and regular attendance at department and program meetings.

Let it further be resolved that compliance with these minimum voting rights shall be monitored jointly by the Boulder Faculty Assembly and the Office of Faculty Affairs.

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

Instructor-Track Faculty Affairs Committee
Resolution Regarding Full-Time 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 BFA Executive Committee for forwarding to the BFA: April 1, 2013

Discussion followed.

These resolutions will be presented at the BFA meeting on May 2nd for a vote. BFA members are urged to read them and discuss them with faculty in their units, and forward any comments and suggested changes to Rolf.Norgaard@Colorado.edu.

IV. BFA ELECTION

BFA Secretary and Chair of the Nominations and Elections Committee, Carmen Grace, conducted the election.

Grace introduced the four R.O.T.C. Cadets who served as election tellers: Emily Wu, Tanner Reinhart, Parker Smith, and Madison Maloney.

Executive Committee election

There were no nominations from the floor. The BFA therefore voted with none opposed to suspend its rules to allow the election to occur by acclamation.

Elected were:
- Paul Chinowsky, BFA Chair
- Mike Klymkowsky, BFA Vice-Chair
- Carmen Grace, BFA Secretary
- Robert Ferry, BFA At-Large member
- Peggy Jobe, BFA At-Large member

Other BFA Committee Elections

Grace conducted the contested elections first, to allow those not elected to run for other committees. After the contested elections were complete there were nominations from the floor, of candidates for the other BFA committees. None resulted in a new contest. The BFA therefore voted with none opposed to suspend its rules to allow the BFA to
conduct its remaining elections by acclamation.

Elected were:

- Academic Affairs Committee: Horst Mewes
- Administrator Appraisal Committee: Greg Carey
- Bylaws Committee: Phil Graves and Hun Shik Kim
- Diversity Committee: Sarah Goodrum
- Instructor-Track Faculty Affairs Committee: Rolf Norgaard
- Intercollegiate Athletics Committee: Cort Pierpont and James Meiss
- Libraries Committee: Matt Jelacic
- Nominations & Elections Committee: Lakshmi Kantha

Grace reported that several other faculty were elected to the BFA’s Committees on the BFA’s campus-wide electronic ballot. For a list of those elected, please visit the BFA’s website at www.colorado.edu/BFA/elections.

V. Adjournment

There being no further business, Peterson adjourned the meeting at 5:20 p.m.

Respectfully submitted by Sierra Swearingen-Todd, BFA Coordinator.

See next page for addenda.
Addendum I - 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.
Addendum II – Instructor Track Faculty Affairs Committee – Faculty Focus Study

The Changing Role of Faculty in the University
Instructor-Track Faculty Affairs Committee

The Changing Role of Instructors
• Instructors have long been seen as transients in the academic community.
• But the demographic profile of university faculty has changed radically. At CU:
  – 18-20% of all full-time faculty are instructors or senior instructors.
  – 25-30% of all A&S full-time faculty are instructors or senior instructors.
  – 25-30% of undergrad student credit hours are generated by instructors/senior instructors.

The Opportunities
• Instructors are now integral to the mission of the campus.
• Key campus initiatives rely heavily on instructors (e.g. RAPS, service-learning).
• Instructors can play a central role in improving undergraduate education and retention.
• Improved conditions for instructors speak to the interests of ALL faculty.

The Obstacles
• Despite policies to the contrary, many instructors are not seen as faculty.
• Many instructors are not integrated into departmental/program faculty cultures.
• Prospects of uncompensated workload increases and job insecurity create ill will.
• Opportunities for long-term career management/advancement are largely missing.
• Existing campus policies/procedures are inconsistent or are simply ignored