I. Chair’s Report

a. **BFA Excellence Awards** – BFA awards were officially presented at a ceremony last Wednesday. [Recipients are listed on line at www.Colorado.edu/BFA/awards.]

b. **Athletics Department Academic Awards** – The awards breakfast will be held tomorrow morning. All Executive Committee members are invited to attend.

c. **Stipends** – BFA committee chairs and at-large Executive Committee members will again receive stipends, pending completion of annual reports to be posted on the BFA website.

d. **Reading Days** – CUSG has produced a resolution to re-institute reading days between the end of classes and the first day of finals.

   Discussion followed. The Executive Committee expressed strong support for the return of reading days. Chinowsky volunteered to compose a resolution of support, for the BFA Executive Committee agenda April 29th.

e. **Legislative Point of Contact for Faculty** – Ben Webster has requested that faculty who are contacted by legislators or Regents, please notify him.

f. **Chancellor’s new Advisory Council** – At his Town Hall the Chancellor announced the
members of his new Advisory Council. The new Council will be chaired by Norman Augustine. [The text of the Chancellor’s comments is on line at http://chancellor.colorado.edu/content/chancellors-town-hall-2013.]

g. Faculty Role at Commencement – Faculty will line up and march in the usual way this year, but then continue into the stands to sit with the new graduates.
h. Faculty Council elections this Thursday – the BFA is seeking nominees from the Boulder Campus. Please forward names to the BFA office at bfa@colorado.edu.

II. BFA Transition Discussion

Peterson and Chinowsky led a discussion of procedural transition possibilities as the BFA’s new Chair takes office. Several concepts arose including these:

- Academics need a stronger presence in policy-making group on campus. It was suggested that the BFA put an item for discussion on each Campus Executive Committee agenda.
- The Chancellor’s Advisory Council should include a campus professor, and not as an observer. Kristi Anseth was suggested, honored in 2013 with the Hazel Barnes prize.
- The BFA Budget and Planning Committee may need increased involvement of Humanities faculty.
- Maintain communication with the Deans and Administrators about policy matters regarding instructors.
- Information on transcripts should be under the purview of faculty, as curriculum.

III. Committee Reports and Updates

Faculty Compensation and Benefits Committee

Committee Co-Chair Chonin Horno-Delgado gave the Committee’s annual report, available on the Committee’s website [and addended below].

Discussion followed. Horno-Delgado agreed to write a resolution of support for the idea of using a 30% discount as a tuition benefit, instead of a set number of credits, for presentation at the BFA Executive Committee meeting on April 29th.

Administrative Services and Technology Committee

Committee Chair Karen Ramirez reported that Larry Levine has offered to brief the Executive Committee on the Campus’ plan to create a centralized data center.

Libraries Committee

Committee Chair Robert Parson reported that the Libraries are facing serious budget challenges in the near future. Parson will report on this problem at a future meeting.

Parking Rates Committee

Norris reported that the Committee has recommended a rate increase of 2.5% for next year, and
an increase in metered parking rates.

IV. New Business

BFA Executive Committee’s Upcoming meeting with President Benson:

The Executive Committee discussed questions it might forward to the President before the Executive Committee’s meeting with him this Wednesday. After discussion, the Committee agreed on the following list of questions, with the understanding that attendees will be free to ask other questions in addition to these:

- Has the Efficiency Initiative enabled the University to redirect funds from administrative operations to educational initiatives?
- Does the President talk about the investment value of a CU higher education with citizens of the State, and how? How might the faculty help in that endeavor? How might the President’s Office assist the faculty to help?
- What is the President’s view of shared governance, especially the role, rights, and responsibilities of the Boulder faculty at their university?
- What short-term goals does the President have for the academic success of the Boulder Campus?
- The Boulder Campus contributes $20 million annually to Central Administration. What does the Boulder Campus get in exchange?

It was suggested that the faculty who are asked to tour the state with the President, to report to the BFA about what they’ve learned, and opportunities for increased faculty participation.

BFA Executive Committee Resolution to acknowledge efforts towards the new Esteemed Scholars Program:

Peterson presented a resolution to thank Chancellor DiStefano for his efforts to create the new Esteemed Scholars Program:

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BFA Executive Committee Resolution

Whereas the University of Colorado Boulder is the flagship of Colorado’s educational armada; and

Whereas the education of the best of Colorado High School graduates is an important and rewarding part of our mission; and

Whereas we face increasingly stiff competition from the best out-of-state colleges and universities for these students; and

Whereas the Chancellor AND SENIOR ADMINISTRATION of the University of Colorado Boulder
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has initiated and found funding for a new Esteemed Scholars Program, which will attract more of the students we most desire to teach; and

Whereas many of these splendid students will be in our classes over the next few years; therefore

The Faculty of the Boulder Campus, through their elected representatives to the Boulder Faculty Assembly, do applaud and thank Chancellor Phil DiStefano AND THE CAMPUS’ SENIOR ADMINISTRATION for THEIR successful effort to enrich our campus through the Esteemed Scholars Program, and urge that future funding be found to continue and expand this avenue for us to educate the best students from throughout the State of Colorado.

Notice of Motion to the BFA Executive Committee: April 22, 2013
Approved as amended for forwarding to the BFA for a vote: April 22, 2013

Peterson proposed that the Executive Committee present the resolution to the BFA for a vote at its May 2nd meeting, which will require suspending the rule requiring a notice of motion.

Discussion followed. Peterson accepted one friendly amendment, to add “the campus’ senior administration” to those to be thanked and acknowledged.

Moved by Greg Carey and seconded by Karen Ramirez that the Executive Committee forward the amended resolution to the BFA for a vote.

The motion passed unanimously.

Budget and Planning Committee

Committee Chair Jerry Rudy gave a preview of the Committee’s Annual Report on Tuition Expenditures. Highlights included the following:

- For the current fiscal year, last spring the Regents allowed the Boulder Campus to raise resident and non-resident tuition, expecting that would increase revenue by about $20.5 million. The Campus then based its budget on that anticipated revenue.
- Soon after the new Fiscal Year commenced, and after the Campus distributed the pay increases based on the new revenue, unanticipated financial challenges arose requiring administration to backfill by mining other revenue sources and contingency funds.
- The Committee continues to work with Kelly Fox, the Senior Vice Chancellor and C.F.O. She would like to work with the Committee early in the budgeting process this summer, to bring various options and models for consideration.

The Budget and Planning Committee will give its Annual Report to the BFA on May 2nd.

V. Adjournment. There being no further business, the meeting adjourned at 5:40.

Respectfully submitted by Sierra Swearingen-Todd, BFA Coordinator
The BFA Faculty Compensation and Benefits Committee was reformed this academic year (2012-2013) after having been defunct for two years. In the first meeting of the committee, Prof John McCartney and I agreed to serve as co-chairs of the committee. This was an opportunity for both of us to serve on that committee in a leadership role. In addition to organizing the Committee agenda, inviting administrators, and preparing and directing meetings, we regularly attended the BFA Executive Committee meetings.

The Committee met twice a month regularly since August 2012. We started our second meeting by inviting Greg Carey, who served as the previous chair of the Committee. He gave an update to the Committee on the previous work of the Committee and relevant issues that were of concern to the Committee. This meeting helped us to form the agenda for the 2012-2013 academic year.

The work of the committee this academic year has been three-fold:

1/ Request and review the Annual Faculty Salary Report. This report has not been prepared since 2009, but is a useful review of faculty salaries in comparison with peer institutions. This report was prepared by William (Bill) Kaempfer, Associate Vice Chancellor for Budget and Planning, who presented the report to the committee before it was presented to the BFA Executive committee and faculty in general. The implications of the salary report are still being discussed by the committee.

2/ Request an update on Health Benefits: we had one meeting devoted to this issue. Mark Stanker, a liaison member of the committee with PBS, gave a report to the Committee about the general status of health benefits, specifically focusing on changes in Health Benefit Plans for this year 2013-2014. CU has decided to return to Cigna as the administrative agency for the Plan. Stanker also noted that a $35 incentive plan has been created to increase exercise participation from employees. Our committee will devote more time next academic year in reviewing Health Benefits and envisioning some suggestions to existing and non-existing possibilities.

3/Faculty/Dependent-Tuition Benefit: the majority of our efforts and time this academic year were devoted to broadening the scope of this benefit on the CU Boulder campus. We reviewed the current status of the benefit and found that it was more restrictive than other CU campuses, in that it could only be used by matriculated students in the summer. A resolution was written, submitted and passed through a BFA vote, which is presented below:
BFA Faculty Compensation and Benefits Committee Resolution
Regarding the Faculty/Staff Tuition Benefit
BFA-R-120612

Be it resolved that the University of Colorado Boulder Campus should extend the ability for faculty and their spouses, dependents, and domestic partners (matriculated or non-matriculated) to use the faculty/staff tuition waiver during any semester on a normal enrollment basis.

The BFA believes that this change will not only make the faculty/staff tuition benefit a more effective retention and recruiting tool for faculty, but will also help improve the recruiting of high quality students into our classes without displacing students who pay full tuition.

Approved by the BFA Faculty Compensation and Benefits Committee: November 2, 2012
Approved by the BFA Executive Committee for forwarding to the BFA: Nov. 12, 2012
Electronic Notice of Motion to the BFA: November 14, 2012
Approved by the BFA: December 6, 2012

Slides with information supporting the motion are on line at http://tinyurl.com/c2em52a.

After passing this resolution, we focused our effort on implementing the changes to this benefit in Spring 2013. Our first step was to collect information on the tuition benefits at CU and at other peer institutions, which are summarized in the attached presentation. We invited Kelly Fox, Senior Vice Chancellor & CFO, to come to one of our meetings in April 2013, and we discussed with her the possibilities for implementing the proposed changes to this benefit. Fox was very receptive to the resolution, although she was worried about the budget required to implement these changes because of uncertainties in the student enrollment for Fall 2013.

Our committee met again this week, and developed a practical implementation plan and budget that will be presented to Kelly Fox. Specifically, instead of proposing to give nine free credits, the cost of which is vague in our tuition scheme, we propose to give a 30% discount on tuition (9 credits is 30% of a 30 credit load). We developed an approach to estimate the number of students that will use this benefit, and estimate that the benefit will cost the campus $657,000 per year. This cost may be offset by the additional tuition paid by new students attending CU because of this benefit. Further, it addresses one of the key concerns of the chancellor: faculty retention.

In summary, we are thankful to the Committee members who were able to participate in our discussions, in particular, we want to give special thanks to Bill Kaempfer, for his regular attendance to our meetings, for sharing his vision with us, and for his continuous guidance and trust.