MINUTES
Boulder Faculty Assembly
May 2, 2013

Attendance
BFA Members Attending
Greg Carey Ruth Heisler Carrie Muir LTC. David Rozelle
Paul Chinowsky Matt Jelacic Robert Nauman Jerry Rudy
Beth Dusinberre Peggy Jobe Susan Nevelow Mart Bryan Taylor
Sanjay Gautam Dave Kassoy Rolf Norgaard Steve Vanderheiden
Carmen Grace Penny Kelsey Adam Norris Martin Walter
Phil Graves Buzz King Robert Parson Jeff Weiss
Jim Green Manuel Laguna Jerry Peterson Joe Rosse
Vicki Grove Karl Mueller

BFA Members Not Attending
Frank Beer Antonia Green Se-Hee Lee Antje Richter
Sanjai Bhagat John Gunther John McCartney Michael Ritzwoller
Elizabeth Bradley Asunción Horno-Delgado Jim Meiss Seth Spielman
Greg Camilli Lakshmi Kantha Shivakant Mishra Ted Stark
Andrew Cooperstock Dan Kaufman Melinda Piket-May Alex Sweetman
Douglas Duncan Hun Shik Kim Reiland Rabaka Ahmed White
Maw Der Foo Mike Klymkowski Karen Ramirez Wendy Young

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

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

Guests and Observers Attending
Professor Paul Levitt, Department of English
Antonio Rodriguez, UGGS Representative
Sierra Swearingen, BFA Coordinator

The Boulder Faculty Assembly held its regular meeting on May 2, 2013 in Wolf Law 207. Chair Jerry Peterson presided. The meeting convened at 4:00 p.m. and adjourned at 5:35 p.m.

I. Chair’s Report - Jerry Peterson

a. Meeting With President Benson – The Executive Committee met with the President last Wednesday to consult with him briefly about a variety of subjects, including:
   • on line education and MOOCs; NCAA involvement and Athletics involvement with academic matters; diversity on Campus and at CU;
   • possibilities for cross-campus academic collaboration; funding issues for higher education generally and for Boulder in particular; development of the Boulder Campus Professional Masters’ Programs; the possibility of a Presidential task force on shared governance; University rankings; the
University’s relationship with leaders of industry in Colorado; and the unique and separate missions of two-year and four-year institutions.

b. Executive Committee Meeting With Phil Cole – As former governance leader, Cole reported on the dissolution of Idaho State University’s faculty governance group.

c. Faculty Salaries - The Regents have approved a UCB salary increase pool at 3.1%.

d. Commencement – Beginning this May, faculty will now walk and sit with students in their departments. Julie Andrews will be commencement speaker this year.

e. Two new Schools/Colleges – The Provost has announced that the Campus is moving forward with plans to create two new academic units: colleges or schools centered on sustainable environment concepts; and on media, communication and information.

f. Melinda Piket-May to Continue as Faculty Council Chair – BFA member Melinda Piket-May has been re-elected as Faculty Council Chair for 2013-2014.

g. Acknowledgments – Peterson presented plaques and certificates of appreciation to BFA officers, Committee Chairs, and at-large Executive Committee members.

II. Committee Reports And Updates

BFA Instructor Track Faculty Affairs Committee (ITFAC)

Committee Co-Chair Rolf Norgaard presented three resolutions.

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

[BFA-R-050213.1]

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 asks 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
Notice of Motion to the BFA: April 4, 2013
[Approved by the BFA: May 2, 2013]

Norgaard reported that the purpose of this resolution is to reinforce the expectation that faculty should be rated on the activities they were hired to perform; and to assist administration to enforce CU’s policy that faculty may not be rated solely on FCQs.
Moved by Rolf Norgaard on behalf of the BFA Instructor-Track Faculty Affairs Committee that the BFA approve the Resolution Regarding Instructor Reappointment Processes With Respect to Enumerated Duties and Multiple Measures of Teaching Evaluation.

Discussion followed.

The motion passed with none opposed and one abstaining.

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

[BFA-R-050213.2]

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
Notice of Motion to the BFA: April 4, 2013
[Approved by the BFA: May 2, 2013]

Norgaard reported that the purpose of this resolution is to address the great variety of
approaches and wide disparity in fairness with regard to the rights of instructors to participate in departmental decisions. He stressed that if approved, the resolution would allow units to continue to restrict instructor voting and attendance in some circumstances: the resolution is to set a broad standard that units can vary when necessary.

Moved by Rolf Norgaard on behalf of the BFA Instructor-Track Faculty Affairs Committee that the BFA approve the Resolution to Create Minimum Voting Rights in Departments and programs on the Boulder Campus.

Discussion followed. Norgaard reported that the voting rights expectation can be enforced using ARPAC’s review of departmental bylaws.

The motion passed with one opposed and one abstaining.

Instructor-Track Faculty Affairs Committee Resolution Regarding Full-Time Appointments of Instructors With a Range of Workload and Service Options

[BFA-R-050213.3]

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
Notice of Motion to the BFA: April 4, 2013
Norgaard commented that the purpose of the resolution is to reinforce the Campus’ previously stated commitment against uncompensated workload increases\(^1\), and is in line with the BFA’s 2012 resolution\(^2\) to require consultation with instructors on policy changes affecting their compensation. He reported that the genesis for the resolution is a newly-developed Arts and Sciences policy that would move instructors to a default 4/4 teaching load, and would not provide commensurate compensation.

_Moved by Rolf Norgaard on behalf of the BFA Instructor-Track Faculty Affairs Committee that the BFA approve the Resolution Regarding Full-Time Appointments of Instructors With a Range of Workload and Service Options._

Discussion followed, including these points and perspectives:

- Arts and Sciences Council is aware of the issues raised in ITFAC’s resolution but has not had time to discuss them.
- It is unclear whether the proposal in fact reduces FTE. There are conflicting reports as to whether on reappointment instructors would have to renegotiate the terms of their employment under the new policy.
- The resolution could be considered as an endorsement of a philosophy, rather than a specific rejection of a particular policy change.
- Arts and Sciences may be revising the proposed policy in response to feedback, and the BFA can consider today’s resolution an important part of that feedback.
- Many instructors may have made career decisions in reliance on the existing full time standard of a 3/3 teaching load plus service.
- Some departments may have already increased teaching loads under this new policy, in exchange for inappropriately small pay increases.
- It is not clear how the proposed pay scale would relate to existing salary caps.
- It is not clear whether the new policy is to tie all service done by instructors directly to instruction.
- Improved communication between the instructors and Arts and Sciences may help clarify many of these issues. The Committee will continue to seek a meeting with the Dean of Arts and Sciences.

Given the many unanswered questions it was suggested that the BFA hold a straw poll to determine whether it was likely to pass as written. The BFA declined a straw poll and proceeded to vote on the main motion: to approve the Resolution Regarding Full-Time Appointments of Instructors with a Range of Workload and Service Options.

_The motion passed with one opposed and two abstaining._

\(^1\) See section 2F of Resolution to Endorse the Recommendations of the BFA Ad Hoc Cmte on Instructor Status, at http://www.colorado.edu/FacultyGovernance/committees/MOTRES/BFA-X-M-022210.pdf.

\(^2\) See BFA Resolution Regarding Teaching and Service Loads of Instructor-Rank Faculty BFA-R-030112.6, online at http://www.colorado.edu/FacultyGovernance/MOTRES/BFA-R-030112.6.pdf.
BFA Budget and Planning Committee

Committee Chair Jerry Rudy expressed appreciation for the efforts of the Vice Provost and Associate Vice Chancellor for Budget and Planning Bill Kaempfer, Senior Vice Chancellor and C.F.O. Kelly Fox, and Associate Vice Chancellor for Budget and Finance Steve McNally. He reported that they have worked this year to maintain an open and collaborative process in its meetings with the BFA’s Budget and Planning Committee.

Rudy then gave a brief overview of tuition expenditures, in the context of the Campus’ various budget challenges in 2011-2012:

- Over the last few years, administration has worked hard to help UCB obtain its few, limited increases in tuition.
- Last year Administration agreed that every year it would provide data about new tuition revenue, and the Committee would then issue a report on how it was distributed. This is the second year of that commitment.
- Last year’s tuition increase (2012-2013) was anticipated to generate about $20.5 million in additional revenue for the Campus.
- Last fall, however, after the Campus had already distributed the increased revenue, low enrollments and a larger-than-usual number of students changing to in-state tuition status resulted in a budget shortfall of about $11 million.
- Contributing to the shortfall was a current-year cut in state funding of about $2.5 million, a salary raise pool of about $4.6 million, a large increase in benefits contributions, increased financial aid (which is required by policy whenever tuition increases), internal recharges, about $1.5 million for the Capital Facilities Renewal Fund, and an increase of the tax the campus pays to the CU System.
- The Campus absorbed the shortfall with an enrollment contingency fund of $2.2 million, increased Summer School revenue, deferred maintenance, cuts in technology budgets and the Division of Administration’s budget, and passing some cuts on to the Deans to distribute.
- The minimal salary raises UCB has received in the last few years absorb about 60% of any new tuition revenues, leaving little for other investments. The Campus has set its budget for next year, but beginning this summer it will seek increased faculty involvement in setting budgetary priorities for future years.

Discussion followed.

III. New Business

Executive Committee Resolutions

Peterson called the attention of the Assembly to two new resolutions and reported that both may call for more expedited treatment than the usual course of business.

BFA Executive Committee Resolution to Reinstitute Reading Days
[BFA-X-R-050213.4]
Whereas the BFA supports the academic excellence of the University of Colorado; and
Whereas the BFA wishes to acknowledge the students’ commitment to academic excellence; and
Whereas CUSG has approved a Resolution to Support the Reinstatement of Reading Days, which would create a reading period after the last day of classes each semester; and
Whereas Campus administration, working with CUSG leadership, has developed a plan that would do so; therefore
Be it resolved that the BFA endorses the reinstatement of reading days for the Boulder Campus, and requests Campus administration enact the plan.

Approved by the BFA Executive Committee for forwarding to the BFA: April 29, 2013
[Approved by the BFA: May 2, 2013]

Discussion followed.

Moved by Peggy Jobe and Seconded by Adam Norris to suspend the notice rules, to allow the Assembly to vote today on this resolution.

The motion passed with none opposed.

Moved by Peggy Jobe and seconded by Adam Norris to approve the Resolution to Reinstitute Reading Days.

The motion passed with none opposed, and one abstention.

BFA Executive Committee Resolution to thank Chancellor DiStefano and Campus Senior Administration for their efforts to create UCB’S Esteemed Scholars Program
[BFA-X-R-050213.5]

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 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
[Revised by the BFA: May 2, 2013]
[Approved by the BFA: May 2, 2013]

Moved by Peggy Jobe and seconded by Bob Parson to suspend the notice rules, to allow the Assembly to vote today on this resolution.

The motion to suspend the rules passed with none opposed.

Discussion followed. Friendly amendments were made and accepted, to delete the words “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.”

Moved by Peggy Jobe and seconded by Bob Parson to approve the resolution to thank the Administration’s efforts on the Esteemed Scholars Program.

The motion passed with none opposed and two abstentions.

Proposed Resolution to Divest CU from Fossil Fuel Investments

BFA member Martin Walter proposed that the BFA vote today to endorse CUSG’s recent request that CU divest from fossil fuels, by passing this resolution:

BFA Resolution

We the BFA support the nearly two-to-one vote of the students requesting CU to divest from fossil fuel investments.

[Notice of Motion to the BFA: May 2, 2013]

Moved by Martin Walter and seconded by Penny Kelsey that the BFA approve the resolution.

Peterson reported that to vote today would require the BFA to suspend its notice rules.

Moved by Martin Walter and seconded by Vicki Grove that the BFA suspend its notice rules, to allow the BFA to vote today on the resolution.

Discussion followed. After hearing comments to the effect that BFA members have not yet had the opportunity to discuss the resolution with their constituencies, and that many BFA members are not well informed on the issue, Peterson reported that the Assembly could vote using an anonymous paper ballot, on motion by three of its members.

Moved by Carmen Grace, Peggy Jobe, and Vicki Grove that the BFA proceed to vote via anonymous paper ballot on the motion to suspend the rules.
Ballots were distributed. Bill Kaempfer and Dominique de Vangel counted the ballots.

*The Motion to suspend the rules was defeated with 8 in favor and 25 opposed.*

The resolution is now before the Assembly as a notice of motion, to be voted upon at the BFA meeting on September 5th, 2013.

Walter invited further discussion after the meeting [martin.walter@colorado.edu], and reported that more information is on line at www.colorado.edu/math/earthmath (then click on ‘teaching as if our survival matters’).

**2013-2014 Initiatives and Group Input into BFA’s New Agenda**

Chinowsky called the attention of the Assembly to a handout of strategies, objectives, and initiatives. He then requested discussion of the BFA’s priorities for next year on themes including BFA engagement and impact on the Campus. He commented that the BFA should be a proactive, strategic, and action-oriented group, bringing initiatives to the Campus for consideration, rather than merely responding to administration proposals. He reported that next year, the BFA will develop action plans, and BFA members are requested to be engaged in that process and provide feedback throughout.

Chinowsky then presented a framework for thinking about the BFA’s priorities focusing on four major areas: leadership, education, community, and vision; and detailing proposed objectives, strategy, and initiatives for each.

[The PowerPoint slides from Professor Chinowsky’s presentation are available on line at http://tinyurl.com/d8ke6x2.]

Chinowsky then requested that those interested in moving forward with these ideas get involved in that process, beginning now. This Chancellor will meet with the incoming BFA Chair in the coming weeks to identify a handful of initiatives on which the Campus can move forward this summer. Chinowsky invited more discussion and feedback to him at Paul.Chinowsky@colorado.edu.

[This discussion will continue at a Special Meeting of the BFA on May 16th, from 3:30 to 5:30 p.m. in the University Club Lounge.]

**IV. Adjournment**

There being no further business, the meeting was adjourned at 5:35 p.m.

Respectfully submitted by Sierra Swearingen-Todd, BFA Coordinator.