MINUTES
Boulder Faculty Assembly
December 3, 2015

Attendance

BFA Members Attending
Albert Ahladeff
Robin Bernstein
Greg Carey
Janet Casagrand
Philip Chang
Cathy Comstock
Priscilla Craven
Mel Cundiff
Bob Ferry
David Gross
Vicki Grove
Aya Gruber
Abby Hickcox
Peggy Jobe
David Kassoy
Daniel Kellogg
Kevin Mahan
Horst Mewes
Jim Meiss
Rolf Norgaard*
Graham Oddie
Scott Parker * physics
Melinda Piket-May
Kathryn Pieplow

Liaisons Attending
Bill Kaempfer, Vice Provost and AVC for Budget & Planning
Robert Rupert, Arts and Sciences Council Chair
Vonda Maki, Staff Council Liaison
Valerie Musgrave, BFA Assistant
Sierra Swearingen, Boulder Faculty Assembly Coordinator

Guests and Observers Attending
Scott Morris, Chief Human Resources Officer
Bob Boswell, Vice Chancellor for Diversity, Equity, and Community Engagement
Nola Salisbury
John Griffin, Director of the Conference on World Affairs
Bronson Hilliard, Assistant Vice Chancellor for Strategic Media Relations
Sarah Kuta, Reporter, Boulder Daily Camera

The Boulder Faculty Assembly held a regular meeting on December 3, 2015 in Wolf Law room 207. Chair Melinda Piket-May presided. The meeting convened at 4:00 p.m. and adjourned at 5:30 p.m.

I. Special Report: Chief Human Resources Officer Scott Morris

Piket-May introduced Scott Morris, who gave a brief overview of his initiatives and strategy for UCB’s workforce. He described the art of Human Resources as an effort to make people, processes, and technology work together, and encouraged faculty to read more at http://www.colorado.edu/hr/framework.

Discussion followed. Morris added that UCB’s new approaches include improved staff performance management, hiring practices, and comprehensive exit interviews. For more information he suggested faculty visit http://www.colorado.edu/hr-makeadifference/.

II. Special Report: V.C. for Diversity, Equity, and Community Engagement Bob Boswell

Boswell introduced the concept of Inclusive Excellence, a component of UCB’s priorities for student success and improving UCB’s reputation. His report included the following points:
• Being inclusive consists of a desire to discover and embrace points of view that are not part of each person’s native experience. It is a basis for personal development and civic
engagement. Inclusive excellence requires each of us to first challenge ourselves to be open
to improving the human condition, and pursue ongoing engagement with people,
experiences, content, and knowledge that compels us to reassess our understanding of our
place in the world.

- The Chancellor, the Provost, and the C.F.O. are asking all units to define inclusive excellence
  within the context of their disciplines, and develop plans to support it.

- Three questions to assist units to develop their unique plans:
  1 - How does your unit define excellence with respect to the activities it carries out,
     and what values and behaviors are associated with excellence?
  2 – How do the efforts within your unit lead to inclusion of all students in achieving
     academic success, student social development, and enhancing the reputation of the
     unit and of the University?
  3 – Given your unit’s definitions of excellence and of inclusion, how will your unit
     attain inclusive excellence?

- Each unit’s response should:
  o be short, no more than two pages;
  o address practical mechanisms and practices that enhance the realization of inclusive
    excellence;
  o reflect our core values;
  o enhance student development by connecting curricular and co-curricular learning
    outcomes;
  o determine ways in which inclusive excellence principles can be woven into CU
    Boulder’s culture through research and the curriculum;
  o identify practical approaches to centralize coordination of efforts across units; and
  o design methods for assessing outcomes of the work described above.

Boswell handed out a sample set of values and associated behaviors [appended below]. Schools and
colleges will aggregate individual units’ plans into a college- or school-specific inclusive excellence
plan, and then the Campus will develop an overarching plan. Units are asked to work on their
Inclusive Excellence plans over the next semester. Units may seek advice from the Office of
Diversity, Equity and Community Engagement, and directly from the Campus’ consultants for this
project: the Emeritus Consulting Group. More information is available online at
diversityplan.colorado.edu/.

Discussion followed, including the following comments:
- Each unit’s definition of inclusive excellence will depend on that particular discipline.
- Success will require proper training of Department Chairs.

III. **Director of the Conference on World Affairs John Griffin**
Griffin made a brief report on the CWA, noting that CWA is trying in increase student and faculty
attendance. He noted that faculty can be involved by suggesting speakers and panel topics,
requesting a speaker to attend a class session, moderating a panel, appearing on a panel, requesting a
list of course-relevant panels, and by serving on the CWA programming committee.

Discussion followed.
IV. Diversity Committee Joint Resolution with Arts and Sciences Council

Committee Chair Bob Ferry reported that the Arts and Sciences Council has composed a resolution of support and has offered it to the BFA for approval as a joint resolution:

_The Boulder Faculty Assembly and the Arts & Sciences Council strongly support the University's goal of diversity and inclusive excellence. We encourage the campus administration's efforts to address these issues, and we offer our faculty's commitment to work with all members of our community to create a campus environment of inclusiveness, equity and respect, in which the contributions of all are valued._

Moved by Bob Ferry on behalf of the Diversity Committee to approve the resolution.

Discussion followed. Ferry accepted a friendly amendment to replace the word "laud" with the word "encourage."

Moved by David Gross and seconded by Cathy Comstock that the BFA approve the resolution as amended. The motion passed with 28 in favor, none opposed, and one abstention.

V. Chair’s Report

a. Hazel Barnes Prize – Nominations are due February 15th.

b. UCCS Police Officer Garrett Swasey Scholarship - Contributions may be made at Giving.cu.edu.

c. Dependent Tuition. President Benson has announced that CU will make its final decision this year with regard to dependent tuition benefits.

d. Ted-X Boulder – The organizers of Ted-X have asked the BFA to nominate students as potential speakers. To make a nomination, please send names to the BFA Office for forwarding.

e. Privilege and Tenure Committee – University Counsel has decided that retired faculty may serve on CU’s Privilege and Tenure Committee, but is considering a five-year term limit.

VI. Adjournment

There being no further business, Piket-May adjourned the meeting at 5:30 p.m.

Respectfully submitted by Sierra Swearingen-Todd, BFA Coordinator.
I. 4:00 Call to order

II. 4:00 – 4:15 Special Report; **Scott Morris, UCB Chief Human Resources Officer**

III. 4:15 – 4:45 Special Report; **Bob Boswell, VC for Diversity, Equity, Community Engagement**

IV. 4:45 – 5:00 Special Report: Conference on World Affairs; **Director John Griffon**

V. 5:00 – 5:25 Committee Reports

  Diversity Committee; **Chair Bob Ferry**

  Proposed Joint Statement with the Arts and Sciences Council:

  “The Boulder Faculty Assembly and the Arts & Sciences Council strongly support the University's goal of diversity and inclusive excellence. We laud the campus administration's efforts to address these issues, and we offer our faculty's commitment to work with all members of our community to create a campus environment of inclusiveness, equity and respect, in which the contributions of all are valued.”

  Academic Affairs; **Chair Kathryn Pieplow**

  Administrative Services and Technology; **Chair Paul Voakes**

  Teaching With Technology Survey
  https://assett.colorado.edu/survey/ (Link may be temporarily inactive)

VI. 5:25 – 5:30 Chair’s Report

  o Ted-X CU Boulder
  o Changing Demographics of Students and their Parents

VII. 5:30 Adjourn

Next Boulder Faculty Assembly Meeting
February 4th, 2016
4:00 - 5:30 PM
Wolf Law Room 204
BFA Chair: Melinda.Piket-May@Colorado.edu
BFA Coordinator: Sierra.Swearingen@Colorado.edu