MINUTES
Boulder Faculty Assembly Executive Committee
February 13, 2017

Executive Committee Members Attending:
Melinda Piket-May, Chair
Adam Norris, Vice Chair
John Hoover, Administrative Services and Technology
Greg Carey, Administrator Appraisal Committee Chair
David Gross, Budget and Planning Committee Chair
Alastair Norcross, Faculty Affairs Committee Chair
Roseanna Neupauer, Intercollegiate Athletics Committee Chair
Philip Chang, Libraries Committee Chair
Ltc. Aaron Roof, Student Affairs Committee Co-Chair

Liaisons and Guests Attending:
Julie Volckens, Associate Director of Assessment and Education, Institutional Equity and Compliance
Kristi Wold-McCormick, Registrar
David Kassoy, Retired Faculty Association President
William Kaempfer, Senior Vice Provost and Associate Vice Chancellor for Budget and Planning
Sierra Swearingen, Boulder Faculty Assembly Coordinator
Valerie Musgrave, Boulder Faculty Assembly Student Assistant

The Boulder Faculty Assembly Executive Committee held a regular meeting on February 13th, 2017 in Regent Hall Room 1B25. BFA Chair Melinda Piket-May convened the meeting at 4:00 p.m. and adjourned the meeting at 5:34 p.m.

I. Officer’s Report

Piket-May discussed this year’s procedure for BFA Excellence Award selection committees.

II. EXECUTIVE SESSION

AAP Committee Chair Greg Carey presented the Committee’s evaluation of Arts and Sciences Dean Steven Leigh.

III. Discussion of Recent Allegations of OIEC Policy Violations at UCB

Piket-May introduced Julie Volckens, Associate Director of Assessment and Education in the Institutional Equity and Compliance (OIEC). In the question-and-answer session that followed Volckens’ comments included these points:

- When a responsible employee (i.e., any employee who has authority over faculty, staff, or students), learns of misconduct they are required to report it to the Office of Institutional Equity and Compliance.
- Any report triggers a preliminary OIEC investigation which could then lead to

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1 Office of Institutional Equity and Compliance. Policies: http://www.colorado.edu/institutionalequity/policies
resolution or to a more formal investigation, and potentially sanctions.
- Resolution may include no action, a recommendation of sanctions, and/or education using the OIEC’s robust education unit.
- The OIEC reaches out to alleged victims with resources and assistance, regardless of whether the alleged victims are members of the CU community.
- Failure to Report is a separate provision that may be investigated under the policy.
- The Office is considering an increase in training for faculty and staff, who are now trained only once every five years.
- The OIEC recommends sanctions for violations to the Chancellor but does not conduct discipline. Recommended sanctions could include dismissal in some cases.
- Due to privacy protections sanctions in specific cases are never reported.

Other comments and perspectives included:

- Punishment’s deterrent purpose cannot work if sanctions are never reported.
- Constructive action is more effective than punishment.
- Concerns were expressed as to whether there are sufficient protections for faculty that report violations involving high-level administrators, such as Deans.
- Apologies and promises not to do it again do not change institutionalized problems.
- People want more clearly defined consequences, perhaps in addition to the OIEC’s moderated approach.
- The OIEC should be an independent office, no longer reporting to the Chancellor.
- If a faculty member makes a report but then notes that nothing has changed, does the policy require them to report it again?

The Executive Committee consulted with the OIEC about sharing with the Daily Camera its concerns about possible high-level failures to report. The Committee then asked Norcross to write an email to the Daily Camera reflecting the concerns that arose at today’s meeting.

[Addendum below.]

IV. Discussion: Office of the Registrar

Kristi Wold-McCormick, Boulder Campus Registrar, commented that she would like to increase faculty interaction with her office, because her office exists to support UCB’s academic mission. She then gave a brief overview of a few new and proposed changes to academic policies, procedures, and systems involving her office:

- Digital Diplomas
- Changes to procedures involving transcript-able certificates to allow audits and more timely posting of completed certificates to students’ transcripts.
- Changes to procedures for double degrees and majors.
- Revamped diploma design.
- Space and scheduling changes in light of UCB’s new Space Utilization Policy, fractional semesters and a related issue: fractional credits.
- Technology changes, including improved forms for grade changes and withdrawals; post-
enrollment requisite checking; and integrated accessibility of the University Catalog.

- New FERPA-related procedures including guest access, online consent forms, and improved training for faculty.

Discussion followed.

McCormick welcomed questions at kristi.woldmccormick@colorado.edu or 303-492-9478.

The Executive Committee requested Wold-McCormick return at a later date for a more in-depth presentation.

V. Adjournment

There being no further business, Piket-May adjourned the meeting at 5:34 p.m.

Respectfully submitted by Sierra Swearingen-Todd, BFA Coordinator.

ADDENDUM

Statement of the BFA Executive Committee to the Daily Camera, February 13, 2017:

The BFA Executive Committee discussed the Tumpkin affair for a second time this week, and met with a representative from the Office of Institutional Equity and Compliance (OIEC). We agreed that I should convey to you the position of the BFA Executive Committee, and report what action we have taken.

The BFA Executive Committee was concerned to learn that a violation of CU's conduct policy may have been reported to CU employees, without the possible violation being subsequently reported to OIEC, as required by CU policy. All CU employees are required to report suspected or alleged violations to OIEC, so that OIEC can then determine whether an investigation is required. The failure to report is itself a violation of CU policy. So, any CU employee who has at least some reason to believe that a failure to report has occurred has, in turn, the obligation to report the possible failure to report. The public stories about the Tumpkin affair suggested that coach MacIntyre, Athletic Director George, and Chancellor DiStefano may have failed to report possible misconduct, on the part of assistant coach Tumpkin, in a timely manner. Although the BFA Executive Committee is not itself in a position to determine whether a violation of the policy on reporting actually occurred, it was required by University policy to report the possible failure to report on the part of MacIntyre, George, and DiStefano to OIEC. Furthermore, the BFA Executive Committee is concerned that a failure to report on the part of such senior figures may be treated differently from possible violations on the part of other employees. The BFA Executive Committee, therefore, last week reported to the OIEC that a possible failure to report had occurred by one or more of MacIntyre, George, and DiStefano. The Committee believes that it is important that this possible failure to report be thoroughly investigated. We are confident that OIEC is taking the matter seriously, and that appropriate investigations will take place. We also understand that such investigations may be time-consuming, so we will patiently await their conclusions, knowing that a matter of such seriousness and public concern won't fade from interest.