MINUTES
Boulder Faculty Assembly
February 2, 2017

BFA Members Attending
Albert Alhadeff
Julio Baena
Tiffany Beechy
Max Boykoff
Janet Casagrand
Philip Chang
Cathy Comstock
Priscilla Craven
Mel Cundiff
Bridgett Dalton
Bob Ferry
Vicki Grove
Aya Gruber
Abby Hickcox
Seth Hornstein
Jerry Jacka
Terry Kleeman
Catherine Kunce
Jeanne Liotta
Jim Meiss
Shelly Miller
Roseanna Neupauer
Alistair Norcross
Rolf Norgaard
Adam Norris
Graham Oddie
Melinda Piket-May
Kathryn Pieplow
Hillary Potter
Gail Ramsberger
Kevin Rich
Steve Vanderheiden
Glenda Walden
Marty Walter
Jeff Weiss
Deborah Whitehead

BFA Members Not Present
Greg Carey
Mike Dunn
Phil Graves
David Gross
John Hoover
Sarah James
Kevin Mahan
Shivakant Mishra
Bruce Montgomery
Steve Nerem
Patricia Rankin
Ltc. Aaron Roof
Shalom Ruben
Daniel Schwartz
Jamie Skerski
David Slayden
Seth Spielman
Bryan Taylor
Ping Xu

Liaisons Attending
Robert Rupert, Arts and Sciences Counsel Chair
David Kassoy, Retired Faculty Association President
Julie Poppen, Interim Director of Media Relations, Office of Strategic Relations
Vonda Maki, Staff Council Liaison
Sierra Swearingen, Boulder Faculty Assembly Coordinator
Valerie Musgrave, BFA Student Assistant

Guests and Presenters Attending
Linda Shoemaker, Regent
Jerry Hauser, Faculty Ombuds
Stefanie Johnson, Assistant Professor of Management and Entrepreneurship, UCB Leeds School of Business

Observers Attending
Sarah Kuta, Boulder Daily Camera
Carina Julig, CU Independent

The Boulder Faculty Assembly held a regular meeting on February 2, 2017 in the Center for Community Flatirons Room. Chair Melinda Piket-May presided. The meeting convened at 4:00 p.m. and adjourned at 5:35 p.m.

I. Officer’s Report
   a. Wallet-sized cards of CU data are on the back table, please pick one up if interested.
   b. The BFA has asked that departments vote on the Resolution to Address the Effects of Climate Change. Please ask for a vote of your faculty and forward the results to Max Boykoff, Shelly Miller, and/or Jim Meiss.
   c. The BFA’s Annual Winter Reception was well-attended, including one Regent, both Regent-Elects, several Campus administrators, and several faculty members.
   d. The BFA Excellence Awards Presentation Ceremony will be April 4th in UMC 235, in conjunction with a talk by the 2016 Hazel Barnes Prize recipient, Michele Moses.
e. The BFA Elections and Nominations committee is preparing a campus-wide ballot to fill several available at-large BFA positions. If you are not an at-large representative and think your BFA term may be up, please contact BFA Secretary Vicki Grove (or Sierra who is assisting her) to find out. If your term is up please observe the formalities to be re-elected or re-appointed by your department.

II. Special Report: Stefanie Johnson, Overcoming Unconscious Bias

Piket-May introduced Stefanie Johnson of the Leeds School of Business. Professor Johnson recently gave this presentation at the Chancellor’s Executive Committee, and at the White House.

Her interactive presentation reported several items of data supporting diversity’s value to both industry and education, and introduced concepts that could promote more diverse workplaces. Proposed solutions to increase and normalize diversity include:

- using double-blind procedures in interviewing, reviewing articles, and in auditions;
- acknowledging differences;
- increasing our accountability;
- fundamentally changing or eliminating negotiation for pay;
- using the status-quo bias to reduce the effects of unconscious bias by ensuring that any list of candidates never includes just one of any identifiable group;
- encourage white men advocating for women and minority candidates to reduce the effects of unconscious negative perceptions of those groups as self-serving when they do so; and
- making ourselves aware of our unconscious biases.

In the discussion period that followed, Johnson added that positive changes can also result from:

- heavier recruiting to increase the number of under-represented minorities in the hiring pool;
- recruiting that is more directed, for example reaching out to those who are not on the market;
- leadership at the top of an institution who champion diversity; and
- realizing that it is impossible to hide our unconscious biases.

III. Introduction: Faculty Ombuds Jerry Hauser

Hauser’s comments included these key points about the Faculty Ombuds:

- the office was created by the BFA in 1997;
- they report annually to the BFA [reports are available on line at http://www.colorado.edu/ombuds/annual-reports-0];
- they are normally retired faculty members, this year Hauser and Lee Potts;
- they facilitate individual faculty to work through their issues, options, and challenges;
- they operate under four guidelines:
  o Confidential,
  o Impartial,
  o Informal, and
  o Independent;
- they are not mandatory reporters;
- they do not advocate for individuals but rather assist people to understand their situations;
• they are not an office of official notice;
• they file an annual report with the Provost containing aggregated data and no details.

In the question-and-answer session that followed, Hauser reported that concerns that bring clients to the office include: tenure, communication problems between colleagues, department bylaws not being followed, and advisor/advisee relations.

IV. Old Business

Motion in Support of First-year Experiences

On behalf of the Executive Committee Piket-May presented a motion in support of first-year experiences [addendum A, BFA-R-1-020217].

Points and perspectives that arose in the discussion that followed include:
• The Executive Committee amended the resolution in light of friendly amendments that were made at the December BFA meeting.
• The original source of the resolution was conversations that arose in the Executive Committee about the closing of some of UCB’s Residential Academic Programs
• There were friendly amendments to remove the capitalization of the phrase first-year to differentiate it from programs titled the First-Year Experience that the Campus is currently considering; and to add a hyphen between the words first and year. The amendments were accepted.

The motion passed with 23 in favor, 1 opposed, and 11 abstentions.

Piket-May invited BFA members to propose further motions on the issues that the resolution touches upon.

Motion to Amend Article I. of the BFA Bylaws, on Membership and Representation

On behalf of the BFA Bylaws Committee, Chair Adam Norris distributed handouts to explain proposed changes to the Bylaws [addendum B] and presented a motion to enact the changes [addendum C].

Norris described the benefits to the BFA and to the Campus of the proposed changes, including:
• every department would have a BFA representative, granting it direct access to the BFA;
• an additional representative from retired faculty would increase the BFA’s access to the breadth and depth of experience in the pool of retired faculty members;
• additional instructor representative positions is warranted given the large number and diversity of instructors;
• additional at-large seats allows more participation by interested, committed faculty; and
• to base the BFA’s membership annually on the number of then-active, participating members would eliminate quorum problems created by BFA members who do not participate.

Discussion followed. Comments included the following:
• how would the ratio of tenure-track to non-tenure-track BFA members change;
• how would having an indeterminate number of members change BFA committees’ structure;
• the reference to other constituencies is not well-enough defined.

Norcross called the question.

*The motion failed with 15 in favor, 11 opposed, and 6 abstentions.*

V. New Business

Notice of Motion: Resolution Condemning the Recent Executive Order on Immigration

On behalf of the Faculty Affairs Committee, Chair Alistair Norcross presented a notice of motion on a resolution to condemn a recent Executive Order suspending the entry of immigrants to the U.S. [addendum D, BFA-R-2-020217].

Discussion followed including two friendly amendments, which were accepted.

*Moved by Bob Ferry and seconded by Adam Norris to suspend the rules for the purpose of allowing the BFA to vote on the motion today.*

*The motion passed by a more than two-thirds majority.*

The BFA then voted on the main motion.

*The motion to approve the Resolution Condemning the Recent Executive Order on Immigration was approved with 30 in favor and none opposed.*

VI. Adjournment

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

Respectfully submitted by Sierra Swearingen-Todd, BFA Coordinator.