TO: BFA Faculty Reps

From: Paul Chinowsky

Date: December 19, 2013

RE: Summary of Meeting

BFA Reps and Excom members,

Thank you to all of you who were able to attend the meeting yesterday. This is a very stressful time for everybody and I appreciate the overall professionalism displayed at the meeting by the BFA. I promised to release minutes of the meeting and we will be doing that later today or tomorrow morning at the latest. We are transcribing the comments to make sure we get everything accurate for a summary. However, as I know many of your colleagues are very interested in what was discussed, here is a brief summary that you can pass along until the more detailed minutes are available. I am also posting this on my blog at http://cuboulderbfa.wordpress.com where I encourage people to post discussion items.

In summary, the meeting was an open discussion of critical issues related both specifically to the Professor Adler case as well as broader issues related to overall faculty governance processes. The primary points for each of these topics is as follows:

Professor Adler:
- Concerns were raised about what initiated the overall process. Were there official complaints, concerns – how many and over what period of time? The specifics of these questions could not be answered due to personnel confidentiality.
- Concerns were raised about whether an appropriate process was followed – Dean Leigh endorsed the formation of a joint ASC, BFA committee to review this situation. A specific concern about this is once again the question of how continuing to teach, reviews, and retirement were put to Professor Adler.
- Strong concerns were raised about how this impacted Professor Adler’s reputation – this again relates to process and how the overall process should work.
- Detailed discussion focused on the classroom environment and students – we cannot forget that students are also at the center of this and we need to
make sure that appropriate safeguards are in place for all those impacted by a situation such as this.

Overall Governance and Campus Processes:

- **Office of Discrimination and Harassment (ODH)** – The primary focus of this discussion was on the role of ODH, the processes it follows and the rights of faculty in response to ODH investigations.
- This discussion is a central theme of the meeting and is the focus of the next steps as follows:

Next Steps:

- A joint committee between the ASC and the BFA will be assembled with appropriate administration representatives. The committee will focus on the following:
  - The overall processes followed by ODH and how faculty can both better understand the legal requirements of these processes as well as how ODH acts as a neutral fact-finding body.
  - Review the Professor Adler case and the overall governance process that was followed to determine how and why the process progressed as it did.
  - Make appropriate recommendations on how to improve processes where it is deemed that specific processes may not be understood or followed appropriately.
- Please look for a notice shortly on how we will convene this committee.

Again, thank you to all of you for attending. I believe this was a start of the dialogue process and not the end of the dialogue. I look forward to getting your input and having your participation in addressing the concerns regarding this matter.

Sincerely,

Paul Chinowsky