The Boulder Faculty Assembly held its regular meeting on September 2, 2010 in the Wolf Law Building, Room 207. Chair Joe Rosse presided. The meeting convened at 4:05 p.m. and adjourned at 5:30 p.m.

I. Chair’s Report:

BFA Chair Joe Rosse’s report included the following:

a. Professional Rights and Duties of Faculty and Professional Roles and Responsibilities of Department Chairs (“PRD”)

The Chancellor’s office has asked the BFA whether it prefers the PRD document to be official campus policy, or continue as merely an advisory document. New standards for campus policies require them to be short. Associate Vice Chancellor for Faculty Affairs Jeff Cox has proposed a one-page campus policy whose only purpose is to enact the PRD, thereby incorporating the existing document by reference into campus policy.

b. Task Force on the Status of Instructors
University Counsel’s legal memo, prepared in late May to respond to the BFA’s motion BFA-X-M-022210 which approved the report of the BFA’s Ad-Hoc Committee on the Status of Instructors, interprets the Postemployment Compensation Act as governing instructors, states that instructors are therefore at-will employees, and advises that CU cannot use multi-year contracts to employ them. However UCB will continue using multi-year letters of agreement to employ instructors. Much of the BFA’s motion does not depend on the memo, and the BFA Executive Committee is therefore pursuing the ‘next steps’ of implementing the changes the BFA’s motion recommends.

Pursuing a second legal opinion is a possibility. [The memo has since been distributed to BFA members.]

c. Scholarships for Dependents of Faculty and Staff.

One of the campus’ scholarship programs, which is funded by revenue from campus vending contracts, has until recently had to share that revenue stream with funding for Staff Council. UCB has shifted funding for Staff Counsel back to the General Fund. Scholarship funding has therefore increased, combined with a $10,000 donation from the Pepsi Corporation. The BFA Faculty Compensation and Benefits Committee (FC&BC) is looking into third-party cafes on campus, which have been siphoning profits from vending, as another source of funds. The BFA is working to make people aware of the scholarships, and to increase their amount from $750 to $1,000.

Discussion included a separate, endowed dependant scholarship fund, which can be used by faculty and staff dependents to attend any school, including out-of-state schools. Rosse reported that a task force investigated the endowment scholarship a few years ago and produced a report.

Faculty Council is working to extend CU’s existing faculty / staff tuition waiver to dependents. The idea has the support of the President’s Chief of Staff, Leonard Dinegar. The waivers limit users to ‘space-available’ registration. The President’s Task Force on Efficiency is reviewing the waiver program. The Colorado Springs campus has conducted a pilot program to extend waiver benefits to dependants, and is preparing a report.

d. Regents’ Revision of CU’s Guiding Principles

The Regents have dropped their interest in adding a commitment to ‘philosophical and political viewpoint diversity’ to CU’s guiding principles.

e. Regents’ Revision of Presidential Search Procedures

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1 BFA-X-M-022210 is available on the BFA website at www.colorado.edu/FacultyGovernance/committees/MOTRES/BFA-X-M-022210.pdf.
2 Colorado’s Postemployment Compensation Act is at Section 24-19-101, Colorado Revised Statutes.
The Regents have decided that presidential search committees will have four faculty: one from each campus.\(^3\) They have dropped the idea of a “Regents only” committee.

f. School of Journalism Program Discontinuance Process

Administration discussed the School of Journalism’s discontinuance with the BFA Chair shortly before the Chancellor’s announcement. As CU recently revised its program discontinuance process this will be the first use of the current rules. Administration has asked the BFA to appoint a member of the review panel.

A second committee related to the discontinuance, to investigate creating a program in “new media,” also has a BFA representative: Uriel Nauenberg. Ideas and suggestions about the new program should be forwarded to Uriel.Nauenberg@colorado.edu.

g. Discussion

Discussion during the Chair’s Report included the following:

The President’s Task Force on Efficiency is reviewing a second round of suggestions. Nauenberg requested adding post-tenure review.

UCB made a salary increase pool available over the summer of about 3/10ths of 1%. The campus used most of that increase for retention and promotions. The rest, about $250,000, went to the units for Deans to distribute as salary increases at their discretion.

h. BFA Priorities and Agendas in 2010 - 2011

The BFA Executive Committee has discussed priorities for 2010-2011. Salary merit increases are a top priority, and are a top priority for the Chancellor as well. Other priorities include instructor status, a Parking Services review, and the special challenges and opportunities of ‘internationalizing’ the Boulder Campus under Flagship 2030. Input as to other priorities is welcome.

Discussion included the following:

Administration has begun a program review of Parking Services. John Cumalat has agreed to serve on that committee and report on its progress to the BFA’s Administrative Services and Technology Committee.

The College of Arts and Sciences has frozen its instructor contracts: those with expired three-year contracts will be renewed for only one year. The College plans to ‘restructure’ instruction: giving all instructors one-year contracts will give the College a larger pool of instructors to work with to that end. The process could include removing the ‘service’ expectation in instructors’ contracts, essentially turning instructors into

\(^3\) The Regents ruled on June 24, 2010 that presidential search committees will have 14 members: 4 faculty (one from each campus), 4 ‘community members,’ 2 alumni, 1 dean, 1 regent, 1 staff, and 1 student.
lecturers. The BFA should consider creating the ‘BFA Standing Committee for Contingent Faculty,’ recommended by the Instructor Task Force. A restructure of instruction would raise the issue of ‘Teaching Load’ itself, which should be taken up by the BFA because it impacts all faculty. Rosse stated the matter is properly before the BFA Faculty Affairs Committee.

The October BFA meeting will feature a presentation by Wayne Hutchens, the President and CEO of the CU Foundation. Hutchens will talk about what the Foundation can do to support CU in times of declining state revenue and the cap on tuition. BFA members are encouraged to forward possible questions to the Executive Committee well in advance of the meeting.4

The BFA meeting on November 4th will host the annual meeting of the Boulder Faculty Senate. The Senate is composed of all Boulder Campus faculty and is chaired by the BFA’s Vice Chair, Ahmed White. Both President Benson and Chancellor DiStefano will address the Senate. BFA members are encouraged to bring at least one colleague. The planned location is Wolf Law room 207.

II. Special Report: Boulder Campus Registrar Barbara Todd

Rosse introduced Boulder Campus Registrar Barbara Todd. Rosse thanked Todd and her team for their hard work and dedication in ensuring that the transition from S.I.S. to the new Integrated Student Information System (I.S.I.S.) is accomplished as smoothly as possible, with a minimum of disruption.

Todd reported that, in addition to being Boulder’s registrar, she has also served as the liaison to the ISIS project, which installed the new system on all of CU’s Campuses.

Todd’s report included the following:

- ISIS is ‘integrated:’ it includes all student information modules including admissions, financials, records, degree audit, documents, and a data warehouse.
- CU started working to replace SIS in about December, 2006.
- CU had to replace the 22-year-old SIS system because its vendor would no longer maintain it. CU needs a vendor to help it manage constantly changing regulations.
- The new package was chosen by a committee of people from every aspect of CU.
- Only two products can support a system of CU’s size: Banner (by Sungard) and Campus Solutions (by Oracle). Every other school in Colorado uses Banner, but major, multi-campus AAU research institutions use Oracle.
- CU limited ‘customizations’ of the Oracle product to reduce cost and implementation time. This created complications that CU is experiencing now.
- The biggest concern at this time is slow response time. The implementation team is working on stabilizing the system, and will then address response time.
- The system went down very briefly on the first day of classes.

4 Contact information: www.colorado.edu/FacultyGovernance/committees/exec_roster.html.
• Class rosters are not accessible intuitively: clicking on class description does not work. Instead, try clicking on the graphic of the three ‘people’ on the side of the screen. Once there, faculty can access a large variety of features including class photos, email, training tools, teaching tools, and others.
• I.S.I.S. will only print four photos per page. The roster feature in CU Connect will continue until I.S.I.S. can be customized to print more. CU Connect will be retired after fall semester.
• Rosters have been downloaded into CU-Learn, but not student pictures. CU-Learn is a classroom management package run by ITS, not related to I.S.I.S.
• Some faculty members’ names are incorrect in I.S.I.S., especially former students. For assistance, please send e-mail to Barbara.Todd@colorado.edu.
• I.S.I.S. is more flexible in how it handles waitlists. I.S.I.S. allows students to stay on a waitlist even if ‘ineligible:’ in a conflicting class or registered for more than the 21-hour limit. Eligible students at the end of the list are therefore sometimes enrolled before ineligible students at the top, and non-waitlisted students can enroll when the waitlist is populated by ‘ineligible’ students. Some waitlists are ‘re-sequenced’ to give priority to certain students, for example seniors or majors. I.S.I.S. was at first evaluating the status of those on waitlists only every 24 hours, leaving priority students vulnerable to other students enrolling before the status evaluation. That gap has been shortened to 7 minutes.
• Curriculum management reports (enrollment information across all your classes) are cumbersome to get. The I.S.I.S. team is working on a new report. Chairs and associate chairs should get ‘client-side access’ to aid them in getting these reports.
• Faculty conversion time has been shortened to 48 hours.
• Projects to be done in the near future include transcripts, graduation check-out, summer financial aid, grading, and conversion of 800,000 student records.

Discussion followed. Todd encouraged questions to Barbara.Todd@colorado.edu.

III. Special Report: CU Faculty Senate Privilege and Tenure Committee

Rosse introduced CU’s new Privilege and Tenure Committee Chair Clayton Lewis.

Lewis explained that the Faculty Senate Privilege & Tenure Committee (“P&T”) is a grievance committee for faculty who feel their rights and privileges have been infringed by procedural violations by the administration or others. Lewis reported that former Chair Weldon Lodwick, who is stepping down, was doing most of the work of the committee.

Lewis’ report included the following:

• Resolving disputes at the earliest possible stage is a great benefit.
• To that end P&T has created separate campus chairs to divide the committee’s workload. The Boulder Campus P&T Chair position remains vacant.
• The new structure should ease the process for faculty and will improve P&T’s relationship with administration. The local Campus P&T Chairs will now interact
with both the individual faculty members, and the Provosts and Chancellors, along with the system-wide P&T Chair.

- This change will increase communication with other entities that resolve conflicts, such as ombuds offices, faculty governance committees, and the UCB Office of Faculty Relations, directed by John Frazee. The BFA can assist by distributing information to faculty about what resources are available when conflicts arise.
- The committee has been working with University Counsel Dan Wilkerson on possible changes in the Laws of the Regents.
  - Under the current rules P&T’s review is “restricted to matters of procedure.” The committee wishes to slightly broaden the scope of the issues or aspects of issues that P&T is entitled to address. Not so far as to substitute its judgment for that of faculty committees, but enough to address apparent unfairness even when no procedural errors occurred.
  - The Committee’s formal procedures are, by their nature, somewhat ponderous. The Committee is exploring the possibility that the process could be streamlined.
- Currently the ‘pipeline’ for P&T cases is empty. This has granted the committee time to consider these structural improvements.

Discussion followed, including the following:

The BFA recently created a BFA Grievance Advisory Committee, whose mission in part is to ensure grievance procedures exist at every level of the Boulder campus. Lewis encouraged the Committee to continue, and welcomed any process to handle problems quickly and at as low a level as possible.

Administrators have volunteered to work with P&T to develop proactive mechanisms to prevent grievances. For example, CU’s policies with regard to the rights and privileges of faculty who are dealing with illness or disability could be improved. The AAUP has identified this as a nation-wide problem area.

IV. Committee Report: Libraries

Committee Chair Ned Friedman’s report included the following items:

- The Campus reduced the Library’s budget by about 8% in Fiscal Year 2011.
- Especially targeted for reductions are journals and databases, which are a very large part of the Library’s budget. In Fiscal Year 2010 that part of the budget was $7,400,000. The Library wants to limit its reduction for journals and databases to around 5%. The national economy is assisting to cushion reductions somewhat, because the recession is creating better negotiating terms with publishers.
- The Libraries Committee began the reduction process last winter by getting as much input as possible from faculty at large. The committee recruited the Library bibliographers to contact departments that were potentially affected, to encourage them to invite their bibliographers to a faculty meeting to share information and identify potential targets for reductions.
• Faculty can see the list of items slated for removal, by way of their departments’ bibliographers, in case a particularly essential journal should be reconsidered.
• At this point the Committee is within $20,000 of the $350,000 they have been asked to reduce from the journals and databases budget.
• The Committee is attempting to introduce annual department reviews of journals, even when there are no budget reductions, because the research needs of departments can change, and cost savings can be realized as journals which are no longer needed are let go.
• Not all journals were put on the table for consideration because they come as part of a package, and breaking the package to buy just some of its journals would be prohibitively expensive.

Discussion followed, including the following:

The BFA passed a resolution several years ago to ask the campus not to use journal cuts to balance its budget, and that the Administration committed itself at that time to find other ways to cut budgets so that the Library would not be targeted repeatedly to help the Campus balance its budget.

Funds from Indirect Cost Recovery (“ICR”) cannot be used to backfill the journals budget because in each case, those funds have already been accounted for in paying for research materials that are necessary for the purpose of that particular grant.

Some units were impacted more than others, perhaps because the history of journal reductions was uneven in the past. The Libraries Committee wants to avoid giving every unit the same percent cut, and instead wants to talk to the various units and departments about their individual needs. The Committee must make good decisions for the current bad situation, and as the situation improves, make good decisions that will benefit the Campus into the future using a process that involves the faculty as much as possible.

Libraries in general could be included in campus discussion about the ultimate fate of the Journalism School, or whatever new program is created to take its place.

Friedman encouraged questions be directed to him at Ned@Colorado.edu.

V. Approval of Minutes

The Assembly approved the minutes of the BFA Meeting of April 29, 2010.

VI. Faculty Council Committees

Rosse reminded the Assembly that the BFA must appoint representatives to CU Faculty Council’s committees. There are currently two vacancies each on the Faculty Council Budget Committee, the Faculty Council Ethnic Minority Affairs Committee (EMAC), and the Faculty Council GLBTI Committee. Faculty who are interested, or who know faculty who are interested, are encouraged to contact the BFA Office.
VII. General Discussion

Mitton requested the BFA release to BFA members University Counsel’s legal memo on whether instructors are necessarily “at will” employees. Rosse reported the memo is prominently labeled as protected by the attorney-client privilege, but that he will contact University Counsel John Sleeman, the author of the memo, for his opinion on whether the memo can be shared with the BFA.

Duncan reported that the President of the University of California has a very good, ongoing, professional campaign of contacting alumni about how budgetary issues in the state are impacting the University system, and the value of higher education to the state, in effect recruiting alumni to be proponents of higher education funding in California. Duncan suggested the Boulder Campus create a similar program, if it has not already done so. The Assembly agreed it should invite the new President of the Alumni Association, President Deborah Fowlkes, to a BFA meeting to discuss this idea in particular, but also report on the Alumni Association in general.

VIII. Adjournment

The meeting was adjourned at 5:30.

Respectfully submitted by Sierra Swearingen, BFA Coordinator.