MINUTES
Boulder Faculty Assembly
November 5, 2009

Attending:
Acevedo-Munoz, Ernesto
Buttenfield, Barbara
Carey, Greg
Dickey, Kim
Diggle, Pam
Emery, William
Grace, Carmen
Hanna, Martha
Hoenger, Andreas
Hollweck, Thomas
Hudson, Suzanne
Jobe, Peggy
King, Roger
Kopff, Christian
Kunce, Catherine
Lazzarino, Graziana
Lee, Jintae
Li, Congming
Mills, Claudia
Miller, Shelly
Moreau, Page
Mueller, Karl

Muir, Carrie
Nauenberg, Uriel
Norris, Adam
Parson, Robert
Pearson, Lynea
Piket-May, Melinda
Preston, Mike
Ramirez, Karen
Richter, Antje
Rosse, Joseph
Ryan, Joe
Schutrumpf, Eckart
Skewes, Elizabeth
Squillace, Mark
Walker, Deward
Walter, Martin
Weiss, Jeff
White, Ahmed

Liasons and Observers:
Kaempfer, Bill
Bradley Albus Staff Council
Don Eron, AAUP Representative
Annie Piatt, University Perspectives Program
Laura Ragin, University Perspectives Program

Invited Guests:
- Paul Leef, Director of Planning, Design and Construction, UCB Facilities Management

Documents:
- Campus Master Plan Update PowerPoint
- APS: Implementing Program Discontinuance
- APS: Program Discontinuance When No Tenured or Tenure-track Faculty Face Dismissal
- CU-Boulder Policy: Academic Program Discontinuance
- BFA-X-M-101209-- Motion Regarding Prorated Severance with Program Discontinuance
Hudson motion regarding Instructor Severance Pay

A regular meeting of the Boulder Faculty Assembly was held on November 5, 2009, in Wolf Law Building, Room 204. Chair Joe Rosse presided. The meeting convened at 4:05 p.m. and adjourned at 5:35 p.m.

I. Approval of the Minutes: The Minutes of October 1, 2009, were approved.

II. Chair’s Report:

a. Joe reported on the budget situation. In August, state funding for higher education was reduced by $81 million. In November, the governor announced that the state would cut up to $145 million more. For Fiscal Year 2009, CU-Boulder’s initial amount of state funding was to be $86.3 million. In the spring, $22.3 million was cut from that funding, but backfilled by Stimulus money for this year. In anticipation of this cut for Fiscal Year 2010, UCB made $12.9 million in cuts from the continuing budget and must come up with $9.4 million more cuts. Future cuts are a moving target and could range from the current $9.4 million cut to a permanent $47.1 million cut. Once the target reduction is established, UCB will try to make up the reduction through 45% permanent cuts, 10% from efficiencies in continuing programs and $45% in revenue enhancements such as non-resident student flexibility, new programs that generate revenue and seeking non-resident student flexibility and tuition flexibility from the legislature.
   i. There was discussion about whether and how the BFA/Faculty would be involved in determining the cuts.

b. Joe reported on some Presidential Search Process recommendations developed by the Faculty Council Educational Policy and University Standards Committee that the Faculty Council plans to forward to the Regents. The Board of Regents appoints a search committee of 9-11 members, including 1 regent, 1 dean, 4 faculty, 1 staff, 1 student and 1 alumnus/a. Up to 2 additional members may be appointed. The Board may choose to hire an executive search firm or consultant, choosing from a CU pre-qualified list. The Search Committee and the Board meet publicly to discuss, clarify and finalize credentials desired in a president. The Search Committee develops a search plan (public) and implements the plan by recommending one or more candidates to the board for decision (confidential). The Board deliberates the recommendation (confidential), then publicly announces one or more finalists. Campus and open forum interviews are scheduled. The board selects a sole finalist. Following a 14-day public comment period, the president is named.
   i. Following discussion about problems with the search process and a perceived lack of substantive review by the Faculty Council, it was determined that Joe will draft a letter pointing out the BFA’s concerns with the Presidential Search Process and the EPUS/Faculty Council recommendations, including the sole finalist problem and the
underrepresentation of faculty in the process, to the Faculty Council and the Regents.

III. Paul Leef, Director of Planning, Design and Construction, UCB Facilities Management: Update on the UCB Master Plan:
   a. Using a PowerPoint presentation, Paul Leef discussed the development of the Campus Master Plan. Phase I of the Master Plan development process has been completed with the identification and assessment of campus planning issues and the formation of Task Forces. In this Phase, several common views were identified: aligning aspirations with resources will be the biggest challenge; UCB growth with be a significant challenge; more parking will be required and perimeter parking is most appropriate; good transit service is very important and a gondola to East Campus is not workable; recent development has made the campus too dense; a reduction of open space is negatively affecting the campus, the freshmen residential experience will remain the primary norm and should be extended to more upper division students; family housing is important to attracting graduate students; Residential Academic Programs will become prevalent and the primary experience for most freshman; sustainability is important to the campus’ future; most of the underlying issues from the 2001 Master Plan still remain a problem. With these issues identified, the Master Plan Task Forces will now begin gathering data and formulating reports.
      i. There was discussion about faculty housing.
      ii. There was discussion about distribution of classroom space among the campuses.
      iii. There was discussion about how to get input to the Task Forces. Go to www.colorado.edu/masterplan to submit comments.
      iv. There was discussion about why we are bothering to do a plan given that many parts of the previous plan were never implemented.

IV. Notice of Motion: BFA-X-M-101209—Motion Regarding Prorated Severance with Program Discontinuance

Boulder Faculty Assembly
Executive Committee
Motion Regarding Prorated Severance with Program Discontinuance
BFA-X-M-101209

MOVED that the BFA recommend that the Administrative Policy Statement on Academic Program Discontinuance and the University of Colorado at Boulder policy on Academic Program Discontinuance be amended to include a system of prorated severance pay as follows:

**Severance Pay:** After exhaustion of the options in III.C above, the tenured faculty member may be terminated involuntarily and with applicable severance pay. Faculty members who elect to resign or retire from the University may not receive severance pay. In order to be eligible for severance pay, faculty members must fulfill their assigned teaching and other professional obligations throughout
the Notice Year. Upon termination, severance pay will be provided as follows by the campus where the program is discontinued:

- 1-2 years of tenured service – 12 months’ salary (This represents the salary for one academic year with the following a proration thereof)
- 3 years on tenured service – 13 months’ salary
- 4 years on tenured service – 14 months’ salary
- 5 years on tenured service – 15 months’ salary
- 6 years on tenured service – 16 months’ salary
- 7 years on tenured service – 17 months’ salary
- 8 years on tenured service – 18 months’ salary
- 9 years on tenured service – 19 months’ salary
- 10 years on tenured service – 20 months’ salary
- 11 years on tenured service – 21 months’ salary
- 12 years on tenured service – 22 months’ salary
- 13 years on tenured service – 23 months’ salary
- 14 years or more on tenured service – 24 months’ salary

Years of tenured service shall include all years of tenured employment within the University system. Severance pay will be provided within the time period represented by the amount of severance pay (e.g., 13 months’ severance pay will be paid within a maximum period of 13 months).

For purposes of this policy, salary shall include, whether paid to the faculty member or to others on the faculty member’s behalf, all “retirement contributions” other than social security the University would have paid had the faculty member’s appointment not been terminated.

From BFA Faculty Affairs Committee: October 12, 2009
Approved by the BFA Executive Committee: October 12, 2009
Notice of motion to the BFA: November 5, 2009
Approved by the BFA:

a. Eckart reported that the Faculty Affairs Committee was asked to review a proposed revision of the APS governing Program Discontinuance last spring. The revision was triggered because the legislature removed from the CCHE the authority to initiate program discontinuance. In the course of the review, the FAC realized that the prorated severance pay provisions that were in place previously had been eliminated during an earlier revision of the APS.
   i. There was discussion about whether prorated severance would make smaller, cheaper to abolish programs targets.

b. Eckart noted that instructors were left out of the process and that perhaps the FAC should take the issue back to discuss the rights of instructors in cases of program discontinuance.
   i. There was discussion about whether the Ad Hoc Committee on Status of Instructors was a more appropriate Committee for the issue.
c. It was determined that the Faculty Affairs Committee would take its motion back to the drawing board to discuss the rights of instructors in cases of program discontinuance. Suzanne Hudson, who had planned to introduce a motion discussing severance pay for instructors, determined that she would not bring her motion forward given the fact that the Faculty Affairs Committee will be working on the issue.

The meeting was adjourned at 5:35.