MINUTES
Executive Committee Meeting
Boulder Faculty Assembly
February 14, 2011

Attending
Joe Rosse, BFA Chair
Ahmed White, BFA Vice Chair
John Toth, BFA Secretary, BFA Student Affairs Committee Chair
Bill Emery, BFA At-Large Executive Committee Member
Melinda Piket-May, BFA At-Large Executive Committee Member
Carmen Grace, BFA Academic Affairs Committee Chair
Claudia Mills, BFA Administrator Appraisal Committee Representative
Karen Ramirez, BFA Administrative Services & Technology Committee Chair
Susan Moore, BFA Diversity Committee Chair
Paul Chinowsky, BFA Faculty Affairs Committee Chair
Elizabeth Bradley, BFA Intercollegiate Athletics Committee Chair
Martha Hanna, BFA Libraries Committee Chair
David Kassoy, Retired Faculty Association Representative
Uriel Nauenberg, Former BFA Chair
Horst Mewes, Arts and Sciences Council Chair
Anthony De La Rosa, CU Student Union Liaison (CUSG)
Bill Kaempfer, Vice Provost, Associate Vice Chancellor for Budget and Planning
Sierra Swearingen, BFA Coordinator

Special Guests
Robert Boswell, Interim Vice Chancellor for Diversity, Equity, and Community Engagement

Not Attending
Jerry Rudy, BFA Budget and Planning Committee Chair
Marki LeCompte, BFA Faculty Compensation and Benefits Committee Chair
Andrew Poppe, President, United Government of Graduate Students (UGGS)

The Boulder Faculty Assembly Executive Committee held its regular meeting on Monday January 31, 2011, in ATLAS room 229. Chair Joe Rosse presided. The meeting convened at 4:00 and adjourned at 5:35 p.m.

I. Chair’s Report

A. Please welcome Martha Hanna, the new BFA Libraries Committee chairperson.

B. The Chancellor has notified the Executive Committee that a home football game has been rescheduled from Saturday, November 5th to the Friday night prior. Rosse reported that, after checking with the BFA Intercollegiate Athletics Committee for its response, he responded to the Chancellor with concerns about staffing, parking, and early tailgating parties that would interfere with academics. Rosse also
suggested to the Chancellor that the game schedule be arranged such that schools with stadiums more removed from their core campuses hold home games on Fridays, to accommodate schools whose stadium is next door to academic buildings.

Discussion followed on the subject of Football game rescheduling. BFA Intercollegiate Athletics Committee Chair Liz Bradley reported that significant rescheduling has already been done in Athletics as a result of UCB’s move to the Pacific 12 Conference, including both Thursday and Friday games. She added that weekday games increase revenue, given the relative lack of competition for viewers on weekdays. Bradley recommended the BFA develop a set of recommendations to mitigate the impact of holding weekday games, such as restricting tailgating in certain areas in and around central campus.

C. Rosse introduced discussion of the BFA’s relationship with news media, with special attention to recent news stories on the BFA Diversity Committee’s resolution responding to climate issues on the Boulder Campus.

Discussion included the following perspectives:

- To avoid misunderstandings in future early drafts of initiatives should not be shared with news media without first passing the ‘headline test:’ before interacting with the press it is important to (1) be clear what one wants to communicate, and (2) be prepared to intercept and correct misperceptions before the media publishes a story.
- Several expressed an interest in publishing a correction to last week’s media reports.
- Diversity Committee Chair Susan Moore explained that the photograph that was the subject of the news articles last week was never considered by the committee, policing students’ behavior was never a subject of the resolution, and in fact the intent of the resolution, still in its draft form, is to encourage faculty support for and involvement in various diversity-related activities and initiatives on the Boulder Campus. Moore reported the committee plans to propose a substitute motion at the March 3rd BFA meeting either for a vote, or to give notice for a vote at the April 7th meeting. Moore asked that Executive Committee members forward suggested revisions of the resolution to her. [Susan.Moore@Colorado.edu]
- Several members stressed the importance of faculty involvement in promoting equity and inclusion on campus, and that the BFA should not censor its own efforts to encourage that involvement.
- It was suggested that BFA leadership prepare an Op-Ed piece to give context to the Diversity Committee’s resolution, perhaps following the BFA’s vote on it.
- The Executive Committee agreed to continue discussion of the revised resolution at its next meeting, February 28th.

II. Introduction: Interim Vice Chancellor Robert Boswell

Rosse introduced Interim Vice Chancellor for Diversity, Equity, and Community Engagement Robert Boswell.

Vice Chancellor Boswell reported the following:
- Boswell is a professor in the MCD Biology Department. He became involved in the
area of campus diversity from running a National Institutes of Health grant on the subject of campus diversity in the sciences.

- The Chancellor and the Provost have charged Bowell with conducting an inventory of all diversity-related activities on the Boulder Campus for the purpose of bringing them together to work more effectively toward shared goals. They also charged him with looking at the administrative structure of the Division of Diversity and Equity to determine whether the office is appropriately placed to positively impact diversity.

- Boswell has formed an advisory committee of eleven faculty and one staff member to assist with these projects, and is in the process of convening a staff committee involving representatives from the various diversity-related initiatives on campus.

- He will develop a strategic plan for the office, engaging as many constituents as possible, to give structure the campus’ diversity-related efforts.

In the discussion that followed Bowell made additional comments:

- The process of developing an inventory has drawn from a variety of sources, including the internet and word of mouth. In doing this work some inactive diversity-related organizations and activities have been discovered, some of which still have unspent budget that could be re-activated if doing so makes sense. Boswell requested he be notified of any diversity-related activities the process might have missed. [Robert.Bowell@Colorado.edu and Nola.Salisbury@Colorado.edu.]

- As the advisory committees become active their activities will be posted online.

- Faculty will soon be surveyed on climate issues with regard to diversity and equity.

- The Diversity and Equity Strategic Plan will be shared with the campus once approved by the Chancellor.

Rosse thanked Boswell.

III. Discussion: Faculty Governance Proposal on Severance Pay

Rosse reported that Faculty Council will discuss a motion this Thursday to change CU’s policy with regard to providing one year of severance pay in dismissal for cause cases [appended below].

Discussion followed, including these perspectives:

- Bill Emery, Chair of the Faculty Council Personnel Committee, reported his committee reviewed the motion along with the committee that authored it (EPUS), and approved it.

- One person noted that a severance pay policy is important to prevent hiring authorities from contriving ‘for cause’ pretexts to terminate employees.

- Another asked how the policy would apply in denial of tenure cases, and whether it would apply to every type of instructional faculty, including graduate students.

- Another suggested that the revision is not clear about whether the dismissed faculty member would continue to work during the final year.

IV. Committee Updates
Faculty Affairs Committee

Committee Chair Paul Chinowsky reported on his committee’s work on how the Campus might move forward on the recommendations in the BFA’s motion on instructor status\(^1\). Chinowsky added the Committee is opposed to a separate BFA Instructors Committee, at least for now, to ensure instructors are not treated unfairly because of being separated from the Faculty Affairs Committee.

Discussion followed, including these comments:

- It remains unclear whether the ‘at will’ language included in instructors’ offer letters trumps the other terms in the letters regardless of the intent of the parties at the time of signing.
- On the Boulder Campus, the intent of the terms in a given letter is to let the instructor know the time frame within which he or she will be up for renewal, until which time the instructor should have no fear of termination except for cause.

Rosse reported that the Deans Council will review and discuss a proposal from Academic Affairs in response to the BFA’s Motion on instructor status, and requested a summary of feedback he can pass on to them. Chinowsky responded the Committee has three broad areas of concern: (1) that hiring and expectations should be standardized where possible across campus, (2) that grievance processes should be clarified and enhanced; and (3) that differences between instructors and senior instructors should be made more uniform across campus. Rosse commented that Deans’ response to the Academic Affairs proposal, once finalized, will be shared with the BFA for review and response.

V. Adjournment. The meeting was adjourned at 5:35.

Respectfully submitted by Sierra Swearingen-Todd, BFA Coordinator.

\(^1\) [www.colorado.edu/FacultyGovernance/committees/MOTRES/BFA-X-M-022210.pdf](http://www.colorado.edu/FacultyGovernance/committees/MOTRES/BFA-X-M-022210.pdf)
Faculty Council Educational Policies and University Standards Committee (EPUS) motion:

The Faculty Council Educational Policies and University standards Committee moves that the following language,

“the faculty panel on Privilege and Tenure may recommend, in consideration of mitigating circumstances, that the CU Regents vote affirmatively to give one year of severance pay to the faculty member dismissed for cause”

be substituted for the wording,

“teachers on continuous appointment who are dismissed for reasons not involving moral turpitude should receive their salaries for at least a year from the date of notification of dismissal whether or not they are continued in their duties at the institution,”

which is the current regent policy and practice, authorized by the 1966 regents resolution approving the 1940 AAUP Statement of Principles on Academic Freedom and Tenure.