MINUTES
Executive Committee Meeting
Boulder Faculty Assembly
May 4, 2011

Attending
Joe Rosse, BFA 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
Catherine Kunce, BFA Administrator Appraisal Committee Chair
Karen Ramirez, BFA Administrative Services & Technology Committee Chair
Paul Chinowsky, BFA Faculty Affairs Committee Chair
Elizabeth Bradley, BFA Intercollegiate Athletics Committee Chair
Martha Hanna, BFA Libraries Committee Chair
Marki LeCompte, BFA Faculty Compensation and Benefits Committee Chair
Jerry Rudy, BFA Budget and Planning Committee Chair
Uriel Nauenberg, Former BFA Chair
Bill Kaempfer, Vice Provost, Associate Vice Chancellor for Budget and Planning
Sierra Swearingen, BFA Coordinator

Special Guests
Jerry Peterson, BFA Chair Elect
Peggy Jobe, BFA At-Large Executive Committee Representative Elect
Carly Robinson, incoming CUSG Vice President for Internal Affairs

Not Attending
Ahmed White, BFA Vice Chair
Susan Moore, BFA Diversity Committee Chair
David Kassoy, Retired Faculty Association Representative
Horst Mewes, Arts and Sciences Council Chair
Anthony De La Rosa, CU Student Union Liaison (CUSG)
Andrew Poppe, President, United Government of Graduate Students (UGGS)

The BFA Executive Committee held its regular meeting on Wednesday, May 4, 2011, in Education room 146. Chair Joe Rosse presided. The meeting convened at 12:30 and adjourned at 2:00 p.m.

I. Chair’s Report
   A. Revised PRD (Professional Rights and Duties of Faculty & Department Chairs). The campus recently agreed to adopt the PRD using a short policy statement to implement the PRD by reference. University Counsel has raised concerns, including that parts are redundant with Regents’ laws, inconsistent with other policy, and unnecessary. Tomorrow a special meeting will convene to determine how to proceed, including the Provost, the AVC for Faculty Affairs, University Counsel John Sleeman, and Rosse.
   B. Faculty Council Communications Committee. Several months ago Faculty Council
asked the BFA to appoint two Boulder representatives to the new committee. The BFA appointed Melinda Piket-May and Frank Beer, two members of the BFA’s Ad-Hoc Communications Committee. Confusion has arisen as to how many the BFA can appoint. The Faculty Council Chair has agreed to sort out the confusion.

II. Discussion: Vacancies on Faculty Council and Faculty Council Committees

After discussion, the Executive Committee appointed the following list of members:

- Faculty Council Budget and Planning Committee:
  - Jerry Rudy, Chair of the BFA’s Budget and Planning Committee
- Faculty Council EMAC (Ethnic Minority Affairs Committee):
  - Frances Charteris (reappointed)
- Faculty Council GLBTI Committee:
  - Bud Coleman
- Faculty Council Personnel Committee:
  - Don Eron (reappointed)
  - Bill Emery (replaced by Paul Chinowsky because Emery is continuing as chair).
- Faculty Council Women’s Committee:
  - Melinda Piket-May (reappointed)

Rosse reported that each campus has three seats on Faculty Council. In the case of the Boulder Campus two are automatically held by the at-large BFA Executive Committee members: next year Marki LeCompte and Peggy Jobe. The third seat has remained vacant. After discussion the Executive Committee appointed Joe Rosse to fill the third Boulder Campus seat next year.

III. Consent Agenda: ARPAC Nominees

Rosse reported AVC for Faculty Affairs Jeff Cox has asked the BFA to consider four nominees for ARPAC (Academic Review and Planning Advisory Committee). Nominees are: Katherine Eggert, English; Carol Wessman, E- Biology; John Gibert, Classics; and Joann Silverstein, Civil Engineering. The Executive Committee approved all four nominees.

IV. CU Boulder Athletics Board “CU-BAB”

Rosse reported that the Chancellor has asked the BFA for nominations to the newly-designed CU-BAB. Rosse added that CU-BAB is distinct from the IAC in that IAC focuses on academic issues rather than facilities, budget, and policy (such as Title IX); and that it will report to the Chancellor, who will appoint its new members and its Chair.

The Executive Committee approved the following list of nominees, if willing to serve:

- Scott Adler, Political Science, as Chair
- Martha Hanna, History
- Joe Jupille, Political Science
- Steve Jones, Journalism
- Richard Wobbekind, Business
- Cal Duncan, Business
- Leo Radzihovsky, Physics
- Valerie Otero, Education.

Bradley added that Athletics Department representatives Julie Manning and Ceal Barry should
also be on the committee, as should Athletics Department Faculty representative David Clough. Rosse suggested the committee also have representation from the Campus C.F.O’s office.

V. Faculty Affairs Committee Update: Instructor Status Issues

Committee Chair Paul Chinowsky reported that a subcommittee of the Faculty Affairs Committee, including several members of the FAC; BFA Executive Committee members Carmen Grace and Karen Ramirez; and Administration representatives Bill Kaempfer and Jeff Cox, has authored a proposed policy “CU Boulder Guidelines for Instructor Reappointment and Promotion,” pulling together ideas from the IBOR, from the Deans, and from Academic Affairs’ response to the BFA’s motion on Instructor Status.

Chinowsky summarized the highlights of the proposed new policy –
1. Instructor-Track Faculty are hired to teach, usually at undergraduate level, and do service.
2. Instructor-Track Faculty will be reviewed for reappointment every 3 years and Senior Instructors every four years. Criteria for reappointment will be based on expectations in the most recent letter of appointment or reappointment.
3. Each unit must follow the guidelines, and they must be given to Instructor-Track Faculty.
4. Instructor-Track Faculty must be fully informed of the terms of their employment.
5. Instructor-Track Faculty should be given orientation, mentoring, and professional support.
6. Instructors in rank for six years must be considered for promotion when reviewed for reappointment, unless they opt out (see 7, below). The criteria used to evaluate Instructors for promotion will be the same as those for annual merit evaluation.
7. Instructors in rank for six years may request reappointment without promotion without prejudice to a future promotion bid, and they may request consideration for promotion at any subsequent merit review.
8. Reasons for non-reappointment or non-promotion must be clearly explained in writing.
9. Each college and unit must provide an appeal process for Instructors.

The rest of the document adds detail, including definitions for ‘meets’ or ‘exceeds expectations’ categories for purposes of review and promotion.

Discussion that followed included:
- Current policy requires Instructor reviews at three year intervals and Senior Instructor reviews at four. The proposed policy requires opportunity for promotion after six years.
- The “up or out” idea, which would have required promotion after six years, is gone.
- An adjustment was requested to avoid a hidden disincentive: could non-renewal result, rather than mere reclassification, when a Senior Instructor cannot prove the higher level of performance in a given review period, for example due to a personal emergency? Chinowsky agreed that there should be separate standards between Instructors and Senior Instructors for ‘meets expectations,’ and the policy could include “under normal circumstances Senior Instructors must meet expectations for a Senior Instructor.”
- Peterson proposed that the BFA, in cooperation with Academic Affairs, design a mentoring program for Instructors.
- Chinowsky agreed to forward the draft to the Executive Committee for an e-mail vote.
VI. BFA Response to University Counsel’s Legal Memo on Instructor Status

Rosse referred to a draft letter to University Counsel, responding to their memo last year which stated that instructors are subject to Colorado’s Post-Employment Compensation Act and therefore not eligible for multi-year employment. BFA members Mark Squillace and Ahmed White helped compose the letter, which asks whether any alternative interpretation is possible.

Discussion followed. Rosse agreed to forward the letter to University Counsel.

VII. Professor of Practice Proposal

Chinowsky reported that, after the Faculty Affairs Committee expressed concern that the proposal lacked quality control, Academic Affairs has added this limiting language: “appointments and reappointments of Professors of Practice should be made by faculty within the unit and reviewed by the appropriate dean and by the Office of Faculty Affairs.”

Chinowsky agreed to forward the proposal to the Executive Committee for a final vote.

VIII. BFA Executive Committee Stipends

Rosse reported that BFA Committee Chairs, Officers, and At-Large representatives will receive stipends for their service this year.

IX. Discussion of the 4-20 Event

The Committee discussed the 4-20 event, in which people gather on the Boulder Campus each April 20th uninvited, to smoke marijuana in public. Individual comments included:
- Carly Robinson reported that CUSG’s new student government is opposed to the event, and that CUSG has met with Dean of Students Deborah Coffin, Assistant Dean Gardiner Tucker, and AVC for Health and Wellness Don Misch, to discuss the matter.
- Rosse reported that one BFA member feels CU has no basis for excluding what is in fact a political gathering, especially since there have been no injuries or property damage.
- Several members spoke in favor of strong measures to encourage the event to relocate. Others felt using police to shut down the event would not be appropriate.
- Several Committee members stated that initiatives to control the event must be led by the students. The Executive Committee offered its assistance to CUSG in doing so.

X. Adjournment. There being no further business, the meeting was adjourned at 2:00.

Respectfully submitted by Sierra Swearingen-Todd, BFA Coordinator.