MINUTES
Executive Committee Meeting
Boulder Faculty Assembly
September 28, 2009

Attending
Joe Rosse
Ahmed White
Sheila Scanlon
Bill Emery
Melinda Piket-May
Carmen Grace
Jerry Rudy
Michael Main
Liz Bradley
Ned Friedman
Conrad Stoldt
Dave Kassoy
Robert Ferry
Bill Kaempfer
Thomas Higginbotham

A meeting of the Boulder Faculty Assembly Executive Committee was held on Monday, September 28, 2009, in ATLAS 229. Chair Joe Rosse presided. The meeting convened at 4:05 and adjourned at 5:35 p.m.

I. Approval of the Minutes: The Minutes from September 14, 2009 were approved.

II. Chair’s Report:
   a. Joe reported that the Chancellor will report to the full BFA at the meeting on Thursday. He will likely discuss the budget situation and his plans for the Provost search.

III. Discussion regarding the charge of an ad hoc committee dealing with status of non-tenure track faculty:
   a. Joe reported that the BFA Officers met to come up with slate of individuals to staff committee. Those members will be announced at the BFA meeting on Thursday.
   b. The Executive Committee decided upon a title for the Ad Hoc committee: BFA Ad Hoc Committee on Status of Instructors.
   c. The Executive Committee developed a charge for the Ad Hoc Committee on Status of Instructors to propose to the full BFA at the meeting on Thursday (see attached motion BFA-X-M-092809).
   d. The Executive Committee determined a date on which the Ad Hoc Committee on Status of Instructors will report its findings and recommendations to the Executive Committee: February 22.
IV. Agenda reports from Standing Committee Chairs:
   a. The Standing Committee chairs reported on their committees’ respective agenda items. (See attached BFA Standing Committee Agenda matrix.)

V. Discussion regarding proposed CU Mission Statement:
   a. The Executive Committee determined that the Regents’ proposed mission statement describing CU as a “multi-institution” university was preferable to the language, “multi-campus” university, proposed by the Faculty Council.

**Consent Agenda:**
- The appointment of Jim Williams, Dean of Libraries, to the Administrator Appraisal Committee was approved.

There being no further business, the meeting was adjourned at 5:35.
MOVED that the BFA charge the BFA Ad Hoc Committee on the Status of Instructors as follows:

To: Ad Hoc Committee on the Status of Instructors  
From: Boulder Faculty Assembly  
Re: Charge to the Committee  
Date: October 1, 2009

The Ad Hoc Committee on the Status of Instructors (the “committee”) is hereby requested to develop information and recommendations relative to BFA Motion BFA-M-040209. As per the motion, the committee is asked to assess the desirability, feasibility, and implications of instituting a system relative to job security and academic freedom for instructors employed at the University of Colorado-Boulder (“CU Boulder”). The term instructor is defined as individuals in job classification codes 1105 (Instructor) and 1104 (Senior Instructor). In so doing, the committee should consult with such CU Boulder departments, units, and other entities that can assist in providing the committee with relevant information. The committee is asked to develop a report reflecting its findings and conclusions. The report should address the following issues and questions.

General Issues Relative to Job Security and Academic Freedom:
- Is the academic freedom of instructors at CU Boulder adequately protected?
- Do instructors at CU Boulder enjoy adequate job security?
- What is the relationship between academic freedom and job security for instructors at CU Boulder?

General Issues Professional Standing and Status:
- Are instructors at CU Boulder accorded appropriate levels of professional standing and status?
- How important is the term “tenure” to guaranteeing instructors at CU Boulder appropriate levels of professional standing and status?

Issues Regarding Law, Policy, and Implementation: Please address the following questions in the light of current federal and state law, regent rules, CU Boulder policies, and other applicable doctrines:
- How many instructor positions at CU Boulder fall within job classification codes 1105 (Instructor) and 1104 (Senior Instructor)?
- Is it lawful to terminate instructors prior to the end of their contractual status?
- Is it lawful to terminate instructors at any time for any reason or for no reason regardless of their contractual status?
- If any reasons are required to justify the termination of instructors before the end of their contracts, what are those reasons?
• Under existing law and policy, is tenure necessary to convey to instructors a level of job security and academic freedom comparable to that which tenure currently provides tenured faculty?
• If a system of instructor tenure, or a comparable system, were adopted, what criteria should determine the award of tenure for instructors?
• If a system of instructor tenure, or a comparable system, were adopted, should it apply mandatorily to all eligible instructors, or should otherwise eligible instructors be allowed to opt out of consideration?
• If a system of instructor tenure, or a comparable system, were adopted, to what extent, if any, should instructors employed at the time such system is adopted, and who apply for its benefits, be exempted from its requirements?
• If a system of instructor tenure, or a comparable system, were adopted at CU Boulder, how would this affect the status of faculty at other institutions within the CU system?

**Costs and Other Issues Regarding Implementation:** If a system of instructor tenure, or a comparable system, were adopted at CU Boulder:

• How many instructors at CU Boulder would be affected either directly or otherwise in a substantial fashion?
• What level of support would such a system receive from instructors, as defined in this charge (such as might be determined from an anonymous survey)?
• Would the relevant units at CU Boulder retain sufficient flexibility with respect to staffing and other essential functions?
• What would the system cost the University, including but not limited to the costs incurred in salaries, benefits, and administration?
• Would significant changes be required in existing pay policies?
• Would changes be required in the recruitment and hiring of instructors?
• How might such a system be adopted, implemented, and administered?

The documentation of your research on these and any related questions should be provided in a written report to the BFA Executive Committee by February 12, 2010. Any committee reports or recommendations must be approved by the Executive Committee before being forwarded to the Boulder Faculty Assembly, except as may be provided for in the Standing Rules of the Boulder Faculty Assembly. Committee reports and recommendations must be approved by the Assembly before being communicated to the Chancellor or other campus administrative officers.

From BFA Executive Committee: September 28, 2009
Notice of motion to the BFA: September 29, 2009
Approved by the BFA:
## BFA Standing Committee Agenda Matrix
**October 21, 2009**
*(Acronym Key on Page 3)*

<table>
<thead>
<tr>
<th>Committee</th>
<th>Specific Standing Duties</th>
<th>Current Agenda Items</th>
<th>Rep. (to X)</th>
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</thead>
<tbody>
<tr>
<td><strong>Academic Affairs</strong></td>
<td>--Monitor and report on PRP each year&lt;br&gt;--Provide members to serve on EPUS</td>
<td>--Monitor Sciences and Math Program Review&lt;br&gt;--Review and report on the Humanities Program Review process&lt;br&gt;--Review and comment on the Title IX Report</td>
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<tr>
<td><strong>AST</strong></td>
<td>--Advise ITS</td>
<td>--Meet w/ Frank Bruno re: Master Plan and communication issues&lt;br&gt;--Monitor SIS Replacement process&lt;br&gt;--Meet w/ Deb Keyek-Franssen re: ITS infrastructure</td>
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<td><strong>Administrator Appraisal</strong></td>
<td>--Evaluate administrators&lt;br&gt;--Evaluate appraisal questions and procedures</td>
<td>--Determine administrators to be evaluated&lt;br&gt;--Evaluate the need for multiple sources of evaluation&lt;br&gt;--Evaluate 60% RR Criterion&lt;br&gt;--Create a manual on the Administrator Appraisal process&lt;br&gt;--Initiate a longitudinal study re: response</td>
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<td><strong>B &amp; P</strong></td>
<td>--Participate in CBC and AABA&lt;br&gt;--Review proposed motions w/ budgetary impact&lt;br&gt;--Provide members to serve on FCBC</td>
<td>--Position the Committee to have meaningful input in the budget process as UCB initiates further budget reductions</td>
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<td>Bylaws</td>
<td>--Monitor legislation for conflicts, problems, and errors</td>
<td>--Identify and correct conflicts and ambiguities in Bylaws/SR</td>
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<td>--Consider possible election procedure amendments</td>
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<td>--Evaluate Libraries Committee composition</td>
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<td>Diversity</td>
<td>--Provide members to serve on CCW, CACMA, and CCGLBT</td>
<td>--Provide members to serve on FCCW and EMAC</td>
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<td>-Provide members to serve on FCCW, EMAC, and FCGLBTI</td>
<td>-Recommendations re: Gender Identity and Expression resolution</td>
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<td>Faculty Affairs</td>
<td>--Periodically review PRD document</td>
<td>--Update PRD</td>
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<td>--Monitor VCAC, CRCW and P&amp;T and make appropriate recommendations</td>
<td>--Propose severance pay for Prog. Dis.</td>
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<td>--Evaluate faculty rights w/r to academic sanctions</td>
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<td>FCB</td>
<td>--Monitor university plans related to compensation and benefits and make appropriate recommendations</td>
<td>--Follow up on F/S Dependent Scholarships</td>
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<td>--Monitor budget decisions affecting compensation and benefits and make appropriate recommendations</td>
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<td>--Parking fees</td>
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<td>--Retiree health benefits</td>
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<td>--Act as a resource for the Ad Hoc Committee on Status of Instructors</td>
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| IAC | --Monitor the IA dept. issues related to the academic mission and make appropriate recommendations  
--Provide members to serve on APB | --MOU process for competition schedules  
--IAC/BAB town meeting  
--Football game day procedure  
--NCAA legislation matters  
--Review Scholarship and Transfer appeals procedures  
--Major and class choices  
--APR review  
--Review COIA  
--NCAA Certification |
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<td>Libraries</td>
<td>--Review libraries practices and policies and make appropriate recommendations</td>
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| N & E | --Supervise nominations and elections  
--Recommend faculty for campus-wide committees  
--Review and adjust BFA apportionment every 10 years | --Populate committee  
--Identify faculty for Commencement Comm.  
--Identify faculty for FC Personnel, Women, and EMAC Comm.  
--Identify faculty for CU TFE |
| Student Affairs | | --Develop guidelines for class conflicts w/ club activities  
--Meet with VC Julie Wong re: the C4C and other issues  
--Review and comment on the Title IX Report |
Acronym Key

PRP: Program Review Panel
EPUS: Faculty Council Educational Policy and University Standards Committee
ITS: Information Technology Services
CBC: Campus Budget Committee
AABA: Academic Affairs Budget Advisory Committee
FCBC: Faculty Council Budget Committee
CCW: Chancellor’s Committee on Women
CACMA: Chancellor’s Advisory Committee on Minority Affairs
CCGLBT: Chancellor’s Committee on Gay, Lesbian, Bisexual and Transgender Issues
FCCW: Faculty Council Committee on Women
EMAC: Faculty Council Ethnic Minority Affairs Committee
FCGLBTI: Faculty Council Gay, Lesbian, Bisexual, Transgender and Intersex Committee
PRD: Professional Rights and Duties of Faculty
VCAC: Vice Chancellor’s Advisory Committee
CRCW: Council on Research and Creative Work
P&T: Privilege and Tenure Committee
IA: Intercollegiate Athletics
APB: Academic Policy Board
CUTFE: CU Task Force on Efficiency