MINUTES
Executive Committee Meeting
Boulder Faculty Assembly
October 12, 2009

Attending
Joe Rosse
Ahmed White
Sheila Scanlon
Melinda Piket-May
Carmen Grace
Jerry Rudy
Eckart Schutrumpf
Michael Main
Ned Friedman
Richelle Munkhoff
Uriel Nauenberg

• Guests: Larry Singell and Lee Potts
  o Faculty Ombuds Office

• Documents:
  o BFA-X-M-101209 Motion Regarding Prorated Severance With Program Discontinuance
  o Faculty Ombuds Report: 2008-2009
  o Ombuds Office informational pamphlet

A meeting of the Boulder Faculty Assembly Executive Committee was held on Monday, October 12, 2009, in Atlas 229. Chair Joe Rosse presided. The meeting convened at 4:00 and adjourned at 5:21 p.m.

I. Approval of the Minutes: The Minutes from September 28, 2009, were approved.

II. Chair’s Report:

   a. The Ad Hoc Committee on Status of Instructors will hold its first meeting on Oct. 20.
   b. The Council of Deans will probably discuss deep cuts tomorrow.
   c. The recent BCPC meeting included a Master Plan Update. Paul Leef and Phil Simpson will provide an update to the BFA on Nov. 5.
   d. A Task Force established to deal with campus interactions between cars, pedestrians and bicyclist is having difficulty creating enforceable measures aimed at encouraging bicyclists to slow down.

III. UCB Faculty Ombuds Lee Potts and Larry Singell
a. The Faculty Ombuds presented their annual report, referring to a written report entitled *Faculty Ombuds Report: 2008-2009*. The Ombuds discussed the number of faculty served by the Faculty Ombuds during the 2008-2009 year as well as the general nature of the issues. They also discussed some outreach programs.

b. The Faculty Ombuds, referring to an informational pamphlet, discussed the guiding principles of the Ombuds office: confidentiality, impartiality, informality, independence. They keep no records other than a general data base tracking numbers served and general issues dealt with. The Faculty Ombuds do not investigate complaints.

c. The Faculty Ombuds discussed the differences between the Ombuds Office and Office of Faculty Affairs. Unlike the Ombuds Office, the OFA deals only with conflicts between faculty and administration. The OFA investigates issues. The Faculty Ombuds are working on publicizing these differences.

IV. Faculty Affairs Committee: UCB Program Discontinuance and Prorated Severance—Eckart Schutrumf

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:
Notice of motion to the BFA:
Approved by the BFA:

a. Eckart stated that, in the process of reviewing a proposed revision to the CU Administrative Policy Statement on Program Discontinuance last spring, the Faculty Affairs Committee noticed that the prorated severance portion of the policy had been eliminated at some point. The FAC is recommending that the prorated severance policy be reinstated.
b. There was discussion about whether any tenured faculty had been let go because of program discontinuance. This would be a serious precedent.
c. There was discussion about having an aggressive retirement policy rather than an aggressive firing policy.
d. The motion was seconded and approved. It will be presented to the full BFA on November 5.

Consent Agenda: The appointment of Anne Sheehan, Geological Sciences, to the BFA Intercollegiate Athletics Committee was approved.

There being no further business, the meeting was adjourned at 5:21.