Instructor-Track Faculty Affairs Committee Resolution Regarding Full-Time Appointments of Instructors With a Range of Workload and Service Options
BFA-R-050213.3

Whereas proposed changes in the College of Arts and Sciences regarding full-time appointments of instructors seem to lack the option of a 3/3 teaching load with significant service as a 100% appointment, which has been the historic norm for instructors in A&S;

Whereas these proposed changes establish a new definition of a 100% appointment (e.g. a 4/4 load, up from a 3/3 load) that does not account for the flexibility required for departments and programs with varying teaching and service needs;

Whereas these same proposed changes reduce to a 75% appointment the current teaching and service roles of instructors, with real financial and legal consequences following from this now part-time status, and with a troubling symbolic message that denigrates the efforts of long-serving instructors;

Whereas the proposed changes in the structure of instructor appointments in the College of Arts and Sciences set a de facto standard for the entire campus, and a worrisome precedent for changes in the teaching and service commitments of tenure-stream faculty;

Whereas the Boulder Faculty Assembly has already voted by a significant majority against previously proposed uncompensated workload increases for instructors (BFA-X-M-022210, April 2010);

Let it therefore be resolved that the Boulder Faculty Assembly objects to a proposed redefinition of the teaching and service currently performed by full-time instructors as being part-time (now a 75% appointment), and instead endorses flexibility in the structure of full-time (100%) instructor appointments to better meet the varying needs of departments and programs and to better acknowledge the varying talents and contributions of instructors themselves. This more flexible appointment structure would allow for 100% (full-time) appointments in the range from a 3/3 load to a 4/4 load, with accompanying adjustments in the service roles performed by these instructors. Each reappointment would involve instructors in negotiating the most suitable workload given the unit’s teaching and service needs.

Notice of Motion to the BFA Executive Committee: March 18, 2013
Approved by the BFA Executive Committee for forwarding to the BFA: April 1, 2013
Notice of Motion to the BFA: April 4, 2013
Approved by the BFA: May 2, 2013