



Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

Proposed

BFA General Assembly

Meeting Minutes

Thursday, April 23rd 2026

The Boulder Faculty Assembly held a regular meeting on Thursday April 23rd, 2026, in person at the CU Law School, Classroom 207, with a Zoom option. BFA Chair Alastair Norcross presided over the meeting. The meeting convened at 4:01 p.m. and was adjourned at 5:34 p.m.

Please see the [CU-Boulder Today](#) news story on the meeting.

- I. Welcome – Alastair Norcross, BFA Chair
- II. Presentation: President Todd Saliman

President Todd Saliman presented updates on state budget allocations and higher education funding and the OpenAI/ChatGPT.edu contract at the last BFA meeting of the academic year, and the combined BFA/Boulder Faculty Senate meeting. He began by sharing some data on salaries of CU graduates by major and out of pocket costs for Boulder students emphasizing the value of a CU degree with data. He then moved on to discuss how CU system calculates their funding requests according to the budget assumptions the state uses, and this year the state did not approve the requested amount for benefits increase for employees, instead of approving a 2.5% pool. However, the legislature did vote for a 1% “step-like” increase for other state employees. Saliman noted that although it wasn’t what System had pushed for, the budget could have been a lot worse. Saliman shared that this was approved alongside a 3.5% tuition increase for resident undergraduate students. He noted that the work on the Chancellor’s compensation task force and the faculty compensation initiatives associated with it will be separate than the budget information he just discussed.

Saliman also shared that looking forward, FY28 is expected to be a challenging budget year due to shortfall, and that one-time solutions that have previously been available for shortfalls are no longer an option. Part of the shortfall is not due to issues with revenue, but increased state spending and restrictions the state has on keeping revenues. Saliman added there is a bill that is likely to be on the ballot this fall which if passed would allow the state to retain some of the revenue which does not necessarily pass to higher education but could. There was a short discussion and questions on why higher education receives lower funding in Colorado, and what advocacy work is being done, or could be done, to help with this issue.

Additionally, Saliman shared current lobbying work such as work on a concurrent enrollment bill. Currently CU offers concurrent enrollment, but classes can only be offered on campus or online, and the new bill would allow for offering classes within high schools. Saliman also

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discussed the OpenAI/ChatGPT.edu contract and the delay in rollout and the adjustments to the contract based on the feedback from faculty governance. He shared that the reason why OpenAI/ChatGPT.edu was chosen was because of the number of individuals across CU who already had accounts with their CU emails, and the concerns around data security, privacy and equity issues associated with the high level of usage. He emphasized that use of the tool was at faculty discretion and had Chancellor Schwartz and Provost Stevens speak briefly to Boulder specific AI governance structures being set up. Discussion and questions around this topic revolved around restoring trust in the shared governance, consultation of faculty governance and faculty experts, and concerns with the OpenAI Contract.

III. Presentation: Employee Health & Well Being Initiative, Jess Doty – Associate Vice Chancellor for Health and Wellness

Jess Doty presented on the Division of Employee Health and Well-Being, which launched last summer, and includes the Office of Victim Assistance (OFA), Faculty Staff Assistance Program (FSAP), Work Well, and ADA Compliance. Doty discussed how feedback collected showed six major themes to inform programming and support the division can provide to employees. The presentation emphasized feedback from faculty and staff which highlighted a greater need for personalized support, and expanded community connection and Doty acknowledge the burnout and weight many faculty are facing balancing their roles. The six themes included: customized well-being strategies, belonging and connection, improved access to recreation, expanded counseling, career coaching/training/development, and financial literacy

Some examples of next steps Doty provided included the new EGYM which provides customizable, workplace friendly micro-workouts for employees, and the Wellness Innovators Network (WIN). The WIN included 79 people across 2 cohorts, representing six colleges and schools, and twelve divisions sharing resources and tailoring programs to specific units. Other resources included the hiring of two new clinicians added to FSAP and financial literacy programming. Discussion after the presentation included the desire to have a permanent faculty community space, faculty/staff specific fitness classes, and what childcare or eldercare options existed or could be expanded.

IV. Meeting Minutes

Meeting minutes were moved to allow for the maximum amount of time with President Saliman who had a hard stop at 4:30. Minutes were approved by majority vote.

V. Old Business

- a. VOTE: Motion to Update the Faculty Affairs Committee Charge – Kelly Parkes, FAC Chair

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Parkes discussed the motion which would update the FAC charge to add the words “and compensation” to the charge recognizing FAC’s role in providing feedback on faculty compensation, and the importance of a BFA standing committee reviewing faculty compensation. The motion also removed a word for redundancy and added language that the FAC will coordinate with the Budget and Planning Committee (BPC) as needed on matters related to compensation. The motion was voted on via Qualtrics ballot from April 23-24th. **The motion passed unanimously with 49 affirmative votes.**

b. VOTE: Recommendation to Establish Generative AI-Use Guidelines and Resources – Janet Casagrand, ATC Chair

Casagrand discussed the motion which recommends the provost create an ongoing set of ethical AI use guidelines, using the guidelines and FAQ the ATC created as an example. Other recommendations include a central AI distribution site, professional development opportunities, utilizing campus governance groups, and a timely response to the above recommendations. Other recommendations include a suggestion for departments, programs or units to develop discipline specific ethical AI guidelines, recommends the university give preference to AI technology which are energy efficient, and committed to sustainability, and preference to AI models which limit storage of data from student, staff and faculty. Other recommendations included not using data from student, staff and faculty to train the AI model, and is protective of such university data. The last recommendation states the BFA’s opposition to the use of AI tools to replace faculty, staff or student labor, increasing workloads so individuals are required to use AI tools to do their jobs, and AI-based decisions for hiring, reappointment, tenure, promotion, or termination.

Two amendments were introduced to the motion. One amendment was introduced by Michael Ferguson, and seconded by Andy Cowell, and introduced language recognizing the work involved in making courses and assessments AI resilient. There was discussion and then Paradis called the question, which is a vote on if the body should immediately vote. *Calling the Question passed and then the amendment was voted on, passing by 41 affirmative votes and 1 negative vote.*

The second amendment was moved by William Taylor and affirmed by Michael Ferguson introduced language around incorporating formal representation of faculty governance on AI advisory or oversight groups that may develop. *There was short discussion and then the vote, passing with 44 affirmative votes and no negative votes.*

The amended motion was voted on via Qualtrics ballot from April 23-24th. **The amended motion passed with 46 affirmative votes, 1 negative vote, and 2 abstentions.**



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- c. VOTE: Proposed Changes to the BFA Bylaws and Standing Rules 2026 – Bobby Benim, BFA Parliamentarian

Benim reminded those present about the motion which updates the Bylaws and Standing rules by cleaning up outdated provisions, brings the bylaws and standing rules up to date with current practices, and updates language to reflect the current officer structure. Specifically, one update changes the contradiction present between different article sections around the number of faculty who may serve in a specific unit. Other updates include restrictions around folks who have administrative appointments from being an officer or At-Large ExCom member, which was a previous change that was accidentally undone in a different historical update. Other changes update the language to reflect the new officer's structure, and the name change of the Bylaws & Elections Committee and removes the "Faculty Compensation and Benefits Committee" which has not been staffed in a significant amount of time.

Norcross introduced a motion which would address a conflict between this current motion, and a motion that will be introduced later in the meeting, to provide increased representation for large units. *The amendment was approved with 26 affirmative votes.*

The amended motion was voted on via Qualtrics ballot from April 23-24th. **The amended motion passed unanimously with 49 affirmative votes.**

VI. New Business

- a. Notice of Motion: Update Campus Operations & Resources Committee Charge – Dan Riffell, CORC Chair

Norcross presented the motion on behalf of CORC Chair Dan Riffell, which updates the CORC charge. Most changes remove references to departments or titles which no longer exist or such departments or titles that have new language. The motion will be voted on during the September assembly.

- b. Notice of Motion: Improving Representation for Large Units – Bobby Benim, BFA Parliamentarian

Benim introduced the motion which is designed to address a discrepancy discovered in BFA seat assignments, in which 70% of assigned representative seats are from A&S, but only 47% of the Faculty Senate are from A&S. This discrepancy is due in part to the number of departments A&S has, but the motion will allow units above certain numerical thresholds additional representatives each time they pass said threshold. Introducing these new seats will make the BFA seats more closely align with the current makeup of the Faculty Senate. The additional representatives are



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voluntary for each School/College/Unit, and each year the Parliamentarian will inform units of any changes in their seats. The motion will be voted on during the September Assembly.

c. Chair-Elect Elections Announcements – Bobby Benim, BFA Parliamentarian

Chair-Elect ballots had been emailed out the day before to representatives for voting, with the ballot closing at 5 pm during the assembly meeting. Benim announced that Deb Palmer had won and would take office as the BFA Chair-Elect in July.

d. Other Announcements – David Paradis, BFA Chair-Elect

David Paradis presented Carol Cogswell with a certificate of appreciation and thanked her for her years of work and service to the BFA and the CSEC committee. He also presented Alastair Norcross with a plaque which has all the names of the former chairs of the BFA, now engraved with his name as well and thanked him for his service this year as chair.

VI. Meeting Adjournment

- BFA Assembly AY25-26 [OneDrive Folder](#)
- Spring 2026 Zoom Links
 - February: <https://cuboulder.zoom.us/j/97742349747>
 - March: <https://cuboulder.zoom.us/j/98349519707>
 - April (3rd): <https://cuboulder.zoom.us/j/98453586971>
 - April (23rd): <https://cuboulder.zoom.us/j/95299274234>

Please note that questions from Zoom will be called on by the BFA Chair.

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