



Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

Final

BFA General Assembly

Meeting Minutes

Thursday, March 5th 2026

The Boulder Faculty Assembly held a regular meeting on Thursday March 5th, 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 5:40 p.m.

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

I. Welcome – Alastair Norcross, BFA Chair

- i. Quorum, Call to Order, Announce Guests & Approval of Meeting Minutes

2.5.26

Meeting minutes were approved by acclamation.

II. Presentation: Chancellor Justin Schwartz

Chancellor Schwartz presented to the BFA on a wide range of topics: covering academic freedom and university values, the Open AI partnership, sustainability, and the shared values project. The bulk of Schwartz's speech focused on the OpenAI/ChatGPT edu partnership emphasizing the obligation CU has to preparing their students for the future, and the equity issues students who can afford the paid version of AI products face. He cited statistics on the high number of CU community members who use ChatGPT with their Colorado.edu email addresses. He noted the sustainability concerns associated with the partnership, discussing how he hoped that CU Boulder could become a leader in sustainable AI. He also noted security and academic concerns but repeatedly emphasized faculty control over the curriculum and that AI use is not mandatory, expect in the case of a faculty requiring the use in their own personal courses. Schwartz also discussed that general counsel is reviewing the contract details on data privacy and security and that as soon as he had more details he would share.

He additionally, shared CU Boulder's selection as the operational host for the Carnegie Elective Classification for Sustainability, which allows CUB to evaluate and support other higher education institutions advancing sustainability efforts in curriculum, research, operations, and community work. He further highlighted the elimination of single use plastics on campus, and the plans to replace all the remaining diesel buses with electric ones. Later in his address he committed to addressing the faculty salary gaps. He discussed student success, sharing that increasing retention by just 10% could generate an additional \$60 million in revenue, emphasizing the critical role faculty play in student experiences and retention. He encouraged

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faculty participation in the upcoming commencement ceremony, as well as participation in the universities Big Ideas program, 150th anniversary, and shared values project. Discussion and questions revolved around concerns by faculty with the sustainability and ethical usage of the OpenAI partnership, and ChatGPT/AI documented biases.

III. Presentation: Chancellor's Faculty Salary Task Force Final Report – Shelly Miller, BFA Immediate Past Chair & Ann Schmiesing, Senior VC for Strategic Initiatives

Shelly Miller and Ann Schmiesing discussed the final report produced by the Chancellor's Faculty Salary Task Force, finalized in November, with Norcross adding that Provost Ann Stevens would be coming to the April 2nd meeting to formally respond to the report. Miller and Schmiesing emphasized that everyone should read the report and summarized some of the findings and recommendations. They shared that CU Boulder's annual compensation pool is not in line with peer institutions, with the largest gap at the full professor level, although it's also felt at the associate level, and that annual pools cannot bridge salary gaps. Schmiesing noted that gaps cannot be attributed to faculty age, and that there is a lack of clarity around faculty salary data access, with highly fragmented approaches to salary issues. Recommendations included a multi-year plan to match public peers' salaries, hire an expert in faculty compensation and provide training for salary committees, chairs and deans. Other recommendations included standardized data access, and maintain competitive promotion increases, clarifying supplemental pay guidelines, improving retention processes, and strategic relocations of existing funds "as appropriate" emphasized Schmiesing. Discussion and questions asked about rebalancing of faculty positions, which Miller noted was beyond the scope of the working group, as well as questions around salary compression, which is an issue, as well as data transparency.

IV. Presentation: Common Curriculum Update – Katherine Eggert, VC and Senior Vice Provost for Academic Planning and Assessment, & Erika Randall, Interim Dean and Vice Provost of Undergraduate Education

Eggert presented on the implementation plan for CU Boulder's Common Curriculum which is set to launch in the fall of 2027. She discussed the 21 learning outcomes centered around the theme of Sustainable Futures, with 3 Habits of Mind and 3 Essential Skills. She discussed how the CC working group determined how the learning outcomes will be distributed, assigned either to college/school general education requirements, or to majors, or to the new required course for incoming students. Eggert emphasized multiple times that the Common Curriculum is not a set of core required classes, but common learning outcomes that students will achieve throughout their time at CU regardless of school/college or major. She discussed the charge given to the Common Curriculum Working Group and how the groups final report and recommendation had been accepted by Provost Stevens. She walked through which learning outcomes would be assigned at what level, and where, and gave an example of what a curricular journey would look like from a student's perspective.



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Eggert discussed the timeline of the rollout, and shared how a policy is being developed for a standing Campus Curriculum Committee, and that two new colleagues have been hired to work in the Office of Undergraduate Education. She also noted that Academic Affairs would be meeting with college/school assistant & associate deans to establish alignment of college/school requirements with the Common Curriculum learning outcomes, alongside next steps for this upcoming summer and fall.

V. New Business

- i. Notice of Motion Calling for a BFA Collective Bargaining Task Force & Notice of Motion in Support of Collective Bargaining – David Paradis, BFA Chair-Elect

Paradis introduced two separate motions, both on the topic of collective bargaining. One motion “*Motion Calling for a BFA Collective Bargaining Task Force*” calls for the creation of a task force which would explore how collective bargaining could be implemented on CU-Boulder’s campus to work with and alongside faculty governance. Paradis noted that the Denver campus has already passed a similar resolution to establish their own task force. The second motion “*Motion in Support of Collective Bargaining*” calls for the Regents to extend collective bargaining rights to faculty, staff and student workers. Three Regents have come out in support of collective bargaining, and the hope with the resolution is to encourage additional Regents to support it, since you need five to establish bargaining rights. Paradis noted that a primary driver of the motions is concerns around academic freedom and surveillance, and that collective bargaining would provide a mechanism to negotiate safeguards and policy. The motions will be voted on at the BFA’s first April meeting.

- i. Notice of Motion for Seats for CMDI – Bobby Benim, BFA Parliamentarian

Benim discussed his motion which would introduce representatives to all the departments in CMDI. CMCI, as it was known before, traditionally had two representatives, but recently had a merger with ENVD, making the college CMDI. The motion gives representation to all six departments, with the motion to be voted on at the BFA’s first April meeting.

II. New Business

- i. AI Announcement/Partnership (Possible) – Alastair Norcross, BFA Chair

There was not time to return to this discussion point.

- ii. Resolution to Postpone Deployment of ChatGPT Edu – Deb Palmer, BFA Member

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BFA Member Deb Palmer introduced the resolution as part of new business from the floor, reading the resolution to present members. The resolution calls on the Chancellor to postpone the deployment of ChatGPT edu until after the Maymester, owing to the pedagogical implications of deploying the software, and that there is not yet a policy in place to guide students, staff, and faculty on ethical AI. The motion was raised by Palmer and seconded by BFA member Ravinder Singh. The motion will be voted on at the BFA's first April meeting.

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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