Boulder Faculty Assembly
UNIVERSITY OF COLORADO BOULDER

BFA General Assembly

Meeting Minutes

Thursday, October 2nd, 2025

The Boulder Faculty Assembly held a regular meeting on Thursday October 2, 2025, in person at the CU Law School, Wittemyer Court Room, with a Zoom option. BFA Chair Alastair Norcross presided over the meeting. The meeting convened at 4:04 p.m. and was adjourned overtime at 5:54 p.m. Please see the CU-Boulder Today news story on the meeting.

I. Welcome – Alastair Norcross, BFA Chair

a. Quorum, Call to Order, Announce Guests & Approval of Meeting Minutes 10.02.25

Norcross called the meeting to order having met quorum, and announced presentations by the Administrator Appraisal Committee, and the Chancellor's Task Force on Faculty Compensation. Norcross asked for representatives to approve last assembly's meeting minutes, Michaele Ferguson motioned, and Catherine Kunce seconded. Vote passed unanimously.

II. Presentation: Administrator Appraisal Committee Report – Deborah Cantrell, Tim Kuhn, Susan Jurow, Immediate Past AAPC Members

The Administrator Appraisal Committee (AAPC) presented their evaluation on Vice Chancellor and Senior Vice Provost for Academic Planning and Assessment Katherine Eggert, which used a competency model created by CU Academic Leadership Institute. The evaluation used survey and interview formats and found high overall satisfaction with Eggert's visionary leadership, work on academic futures, accreditation, and considered her a highly ethical leader and effective at assembling strong teams and managing groups. The survey went out to BFA Executive Committee members, deans/associate deans who work in academic affairs, direct reports, some ARPAC members, campus partners who work closely with Eggert and the Buff Undergrad Success leadership team. Live interviews were conducted with three senior administrators who work with Eggert. Most open-ended comments related to the common curriculum, and working at improving transparency through open forums and clarification of her role and responsibilities. Other takeaways were encouragement for Eggert to improve her capacities to manage projects and timelines, but that her responsibilities are too broad for one person to navigate

III. Presentation: Chancellor's Task Force on Faculty Compensation – Shelly Miller, BFA Immediate Past Chair, & Ann Schmiesing, Senior Vice Chancellor for Strategic Initiatives

The Chancellor's Task Force on Faculty Compensation presented a draft of their findings which investigated salary competitiveness among CU-Boulder tenure/tenure track, teaching, and clinic faculty. The task force was made up of tenure/tenure track, teaching professor faculty members, chairs/directors, and deans, and finance, HR, staff from across a variety of colleges, schools and offices. Work was split into three specialized groups: compensation levers and tools; teaching loads; and retention and raises. The group is currently giving progress updates to the BFA, deans, chairs, and directors, closing a data gap and integrating feedback into its recommendations. The report was going to be finalized Oct. 15th but has been extended to mid-November to allow recent data gathered from chairs and directors on teaching loads to be integrated into the report. Initial findings and preliminary recommendations include: creating a faculty specific compensation strategy, investing in salary competitiveness and compensation adjustments, standardizing access to data and benchmarks, and improve communication around tools to supplement pay beyond base salaries, among others. The task force was also clear that they were not charged to recommend raising or lowering teaching loads, just how teaching loads are factored into overall compensation.

IV. Standing Committee Updates

a. CSEC, Co-Chairs Carol Cogswell & Irina Overeem

Cogswell and Overeem reminded representatives and guests present at the October meeting of the presentation on the Scope 3 Road Show given by Chris Ewing, Vice Chancellor for Infrastructure and Resilience, in September. Cogswell and Overeem discussed the ask by Ewing's team to present to different units and asked reps to schedule the presentation within their units or departments, or to volunteer to be part of the sustainability team working on these asks.

V. <u>Old Business</u>

a. BFA Goals & Priorities Check In – Alastair Norcross

Norcross summarized the discussion surrounding the BFA priorities from last Assembly meeting, including the BFA priorities feedback form which went out reps to gather any new input, but only received three responses. Based on those responses, and verbal feedback from representatives, academic freedom and institutional and state collaboration have been added as major priorities for the BFA, in addition to the previously established priorities.

VI. <u>New Business</u>

a. Notice of Motion & Vote: Common Curriculum Working Group – Alastair Norcross, BFA Chair & David Paradis, BFA Chair Elect

A notice of motion was sent to BFA representatives on September 23rd, nine days before Assembly so the bylaws had to be suspended to vote on the motion. The notice of motion, discussed by Paradis, was a new charge for a faculty working group which would make recommendations for the implementation of a Common Curriculum. This group would collaborate with Vice Chancellor and Senior Vice Provost Katherine Eggert and leverage existing work completed on sustainability education, and to bridge the work done by the working group to the eventual formation of a campus Curriculum Committee.

Suspension of bylaws in order to vote on the committee was motioned by Catherine Kunce, and seconded by Steven Dike, vote passed with a 2/3rds majority.
Vote for the formation of the working group was motioned by Bobby Benim and seconded by Carol Cogswell, and passed with an affirmative vote of 47 and 1 abstention

b. IT Security Working Group – Alastair Norcross, BFA Chair

Norcross discussed the work done by the IT Security Working Group, who will be presenting a detailed report to the Assembly in November. The current interim report has been published on the BFA website, which can be found here, and Norcross encouraged representatives to read the interim report. At the time of the meeting BFA leadership was waiting for an OIT response report which now is published alongside the interim report on the same page of the BFA website (here). A conversation between the three parties, Provost Ann Stevens, OIT leadership and the working group, is being scheduled by Norcross.

VII. University of Colorado Student Government (CUSG) Letter – John Masculit, Student Body President, Internal Tri-Exec & Alastair Norcross, BFA Chair.

John Masculit and Gianna Guido, Tri-Executives on the University of Colorado Student Government (CUSG) presented a letter outlining concerns with the proposed statue of former Coach Bill McCartney. The letter details that while the preference would be for the statue not to be installed, that counter measures would be put in place to rectify some of the damage inevitably done by the statue's presence. The letter also points to a lack of community involvement in the decision-making process surrounding the statue and asks for a process around installing art instillations on campus be clarified and documented. Additional requests include for the statue to be placed in a location largely not visible to the CU community and public, and for a scholarship for students, and an award for both staff and faculty to be established. The awards and scholarship would be given to individuals who promote and contribute to campus community belonging in the amount of $1,990 each, chose for the year that Coach McCartney took the team to the national championship. CUSG's body had endorsed the letter, alongside CU Staff Council and Norcross, but asked for BFA reps to endorse the letter as well. Multiple reps put forth comments praising CUSG for their leadership. Michaele Ferguson & Catherine Kunce motioned simultaneously, and Ernesto Acevedo Munoz seconded. Vote passed unanimously.

VIII. Additional New Business

New business was brought to the table by BFA rep Deborah Palmer and BFA Ad-Hoc Co-Chair Jed Brown as well as guest Lucy Chester to speak about the White House Higher Education Compact which had been sent to 9 universities and is likely to be sent to many more. Palmer and Brown shared a resolution document created by American Association of University Professors (AAUP) CU Boulder chapter and endorsed by United Campus Workers (UCW) Colorado, and CWA 7799 which outlined a request by these groups to urge the Chancellor, the President and the Board of Regents to formerly endorse and establish a Mutual Academic Defense Compact alongside all CO higher education institutions, which will commit funding to a shared defense fund, legal counsel, strategic public communication, legislative advocacy among others points.

Palmer and Brown asked for the BFA endorse the resolution and Palmer motioned to suspend the bylaws so the resolution could be voting on that meeting. Representatives debated if the bylaws to be suspended to vote on the resolution during that meeting, or if representatives should gather feedback from their constituents prior to voting. *Vote to suspend the bylaws passed by 37 in favor, no negative votes, and one abstention.*
After the bylaws were suspended Palmer moved to vote to pass the assembly, Cogswell seconded, and Cowell motioned to make a friendly amendment which stated that the resolution and the information sent by the system would be sent to BFA reps urging them to solicit feedback from their units or departments and have the vote via Qualtrics ballot, opening on Saturday and closing on Monday. *The friendly amendment was accepted by Palmer and the vote for the resolution and the friendly amendment passed with 37 affirmative votes, zero negative votes and three abstentions*.

> *Prior to the meeting Norcross has reached out to the Chancellor and President for a response to the White House compact prior to the Assembly meeting and had not heard a response just yet, as the compact had only come out the day before.
> *During the meeting VC Eggert received information from the CU system, which were sent out alongside the resolution itself to the representative prior the Qualtrics ballot being sent out.
> *The Qualtrics ballot on if the BFA should endorse the resolution went out on Saturday, Oct. 4th, at 12:27 p.m. and closed on Monday Oct. 6th at 12:30 p.m. and passed with a total vote of 59: 53 affirmative votes, 3 negative votes, and 3 abstaining votes.*

IX. Meeting Adjournment

- BFA Assembly AY25-26 OneDrive Folder
- Fall 2025 Zoom Link: https://cuboulder.zoom.us/j/95641387139

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