Boulder Faculty Assembly
UNIVERSITY OF COLORADO **BOULDER**

BFA Diversity Committee Notice of Motion

Resolution to Support Changes to FRPA to Recognize Diversity Activities in Faculty Evaluation

BFA-R-1-081020

Whereas the current Faculty Report of Professional Activities (FRPA) only includes Diversity as a sub-category of teaching[i];

Whereas faculty at CU Boulder perform numerous diversity activities related to all categories on the FRPA including teaching, service, and research and creative work which are not currently counted;

Whereas University of Colorado Boulder has the goal of creating a safe and welcoming community, valuing human rights, peace, respect, inclusivity and equity, and recognize that we derive strength from our diversity;

Whereas University of Colorado Boulder has agreed to implement the IDEA plan;

Whereas the IDEA plan recommends that the Office of Faculty Affairs implement performance plan and evaluation recognition of diversity to identify, evaluate, and reward inclusive excellence activities in considerations of personnel at major career points, such as reappointment and promotion, as well as annual performance reviews;[ii]

Resolved, that we:

- add Diversity as an overarching category to the FRPA, similar to the current Outreach category
- Unlike Outreach, report results in the Diversity Category of the FRPA report to the department chairs to be used in performance evaluation
- tabulate information on diversity activities for ARPAC.

Submitted by BFA Diversity Committee: March 16, 2020
Approved by the BFA Executive Committee: August 10, 2020
Submitted to the BFA General Assembly: September 3, 2020
Approved by the BFA General Assembly: October 2, 2020
In Favor: 48; Opposed: 3; Abstain: 4

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[i] 340 Diversity Activities Related to Teaching (include participation in efforts to support a more diverse student body)

[ii] CU Boulder Diversity Plan, Item 19, p. 12. https://www.colorado.edu/odece/cu-boulder-diversity-plan

*Diversity and diverse are here meant to include but are not limited to cultural differences, race/ethnicity, color, national origin, sex, pregnancy, age, (dis)ability, creed, religious or spiritual beliefs, sexual orientation, socioeconomic status, class, gender identity, gender expression, veteran status, political affiliation, or political philosophy. Please also refer to Regent Policy 10P.