



Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

BFA Executive Committee Notice of Motion
BFA Resolution of a Statement of Principles Related to CU COVID-19 Response Measures
BFA-R-1-042920

Whereas the Boulder Faculty Assembly expects that the CU Boulder campus will respond to the current crisis in a human, equitable, and safe fashion that honors tradition and preserves the campus' impressive and hard-earned reputation as an institution of teaching and research excellence;

Whereas everyone's safety, health and well-being are of utmost importance and therefore must take priority over every other consideration;

And whereas the ideas and actions of the faculty—understood in this statement as all academic workers—will be essential to the success of the efforts of the CU Boulder campus to respond to the challenges presented by the COVID-19 virus;

Therefore, be it resolved that the BFA believes that the following principles and policies should guide CU Boulder's response:

1. Individual faculty choices regarding teaching modalities should be respected and accommodated. No policy should be enacted that favors or disadvantages anyone's safety. Safe practice enforcement should not be primarily the faculty's responsibility.
2. Multiple teaching delivery formats and structures should be supported. Technical assistance should be provided to faculty who are developing and teaching courses in remote, online and hybrid formats (e.g., a combination of online and in person sessions or a combination of synchronous and asynchronous sessions). Other structures may require logistical and teaching assistance support (e.g., rolling cohort models; large course with multiple discussion groups, etc.).
3. We suggest that the current start date of the Fall 2020 academic calendar not be changed, and the single-semester format should be followed. We ask that there be consideration of holding no in-person classes during the weeks after the fall break.
4. For all rostered faculty (tenure-stream and instructor-rank faculty alike), furloughs and pay cuts, of whatever form, should be progressive, with greater percentage reductions for higher-salaried faculty. As rostered faculty, we stand in solidarity with graduate students and lecturers, who share with us the challenges of teaching in these difficult times. The usual and customary employment benefits for rostered faculty and staff should remain intact to the extent possible. Staff pay reductions should be equitable with those of faculty.
5. The Spring 2020 semester's abrupt shift to remote learning required substantial faculty effort to modify courses and instructional techniques, efforts that limited their capacity to fulfill the research programs and service missions of the university. These efforts will undoubtedly continue in the Fall 2020 semester. While changes in course composition (e.g. more students per section) or more courses per faculty may appear feasible, such changes will present additional burdens and difficulties for faculty. Therefore, it is important that the faculty retain existing distribution of workload across teaching, research, and service.



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6. The principle of a one-year stoppage of the tenure clock for all pre-tenured faculty should be expanded to include a one-year extension of employment to all academic workers. Whether it is the “guaranteed” package of funded years for graduate employees, or the capped terms of instructors, all academic workers deserve the relief of knowing that they have job security and the opportunity to complete their projects in future, more favorable, conditions.

7. All changes and modifications to policies and practices, regardless of their nature or scope, should be made with the expectation that, in so far as it is possible and preferable, once the risks from COVID-19 have passed, the campus will return to policies and practices (especially in-person teaching) that were in place before the virus crisis.

Submitted by the BFA Executive Committee: April 29, 2020

Approved by the BFA Executive Committee: April 30, 2020

Submitted to the BFA General Assembly: April 30, 2020

Specifics of Assembly vote): April 30, 2020