

**Boulder Faculty Assembly  
Teaching Faculty Affairs Committee (TFAC)**

**Report of Activities  
Academic Year 2023-2024**

Rolf Norgaard, Chair

April 2024

The eight regular members of BFA-TFAC met approximately ten times during this academic year. In this year, my last before retiring, the committee saw many of our efforts come to fruition, even as new issues emerge and some old key issues remain unresolved. I am delighted to announce that Glenda Walden (SOCY) is the incoming chair of TFAC.

**KEY ACCOMPLISHMENTS (with some still to be resolved issues)**

Pay Increment upon Promotion and Compression/Equity Adjustments

- Pay increment upon promotion was approved by Provost Russ Moore for the Fall 2023 promotion cohort in response to BFA resolution on Nov 3, 2022: [https://www.colorado.edu/bfa/sites/default/files/attached-files/bfa-r-2-092822\\_resolution\\_for\\_teaching\\_clinical\\_faculty\\_promotion\\_raises\\_rev102022\\_approved.pdf](https://www.colorado.edu/bfa/sites/default/files/attached-files/bfa-r-2-092822_resolution_for_teaching_clinical_faculty_promotion_raises_rev102022_approved.pdf)
- It is less clear what action will be taken on compression/equity concerns, which is part of that BFA resolution. The provost has said that at some point in time he will take this up with the Council of Deans
- Campus policy calls for compression/equity to be examined in each merit cycle, but that rarely happens. How to make this part of the regular merit process?

APS 5060 and Teaching Professor Series of Titles

- <https://www.cu.edu/ope/aps/5060>
- APS 5060 approved July 1, 2023, with implementation required by Jan 1, 2024
- This APS Provides authority for a campus to use Teaching Professor series as official titles, with new job codes (which only became available in April 2024)
- Campuses are allowed to also retain existing instructor series of titles.
- BFA-TFAC reviewed the new titles and the new contract templates developed by System.

- There is a good deal of frustration about how slowly these new titles are being enacted, the key delays coming not from OFA but from HR, Legal, and System.

#### APS 5053 and Colorado Law on Contract Length for Non-Tenure-Track Faculty

- <https://leg.colorado.gov/bills/sb23-048>
- <https://www.cu.edu/ope/aps/5053>
- Permits multi-year contracts for up to 5 years for Teaching Faculty
- It remains unclear how 5-year contracts would interface with Office of Faculty Affairs policy on alternating full/expedited review for Associate and Full Teaching Professors
- Campus policy on the five-year contracts is still a work in progress. BFA-TFAC looks forward to collaborating with OFA on that policy.

#### Improved Communication with the Office of Faculty Affairs

- In Spring 2024 BFA-TFAC made a concerted effort to improve communication with OFA and Michele Moses. We met with Michele in April 2024, and will again meet in early May 2024. The meetings are proving quite valuable.
- Levente Szentkiralyi (OFA faculty fellow for teaching faculty) has been invited to TFAC meetings this entire academic year but has not attended. He did attend when Michele Moses attended our meetings in April and May.

### **IMMEDIATE ISSUES**

#### APS 5060 and the fate of full-time, continuously hired Lecturers.

- APS 5060 on faculty titles revealed what was already well known: CU-Boulder is largely out of compliance on lecturer hires. They should be part-time and temporary, but on our campus, they are most often full-time and ongoing.
- The campus is seeking to come into compliance with APS 5060, but without putting jobs at risk or denying benefits that many lecturers have been receiving.
- BFA-TFAC hopes to be involved in discussions regarding solutions.

### **LONG-TERM ISSUES**

#### Salary Issues for Teaching Faculty

- Entry level salary for AHUM, Asst. Teaching Professor with Ph.D. (4/4 load): \$52,000
- Entry-level BVSD salary for teacher with a bachelor's degree: \$54,789

- Entry-level salary for Asst. Teaching Prof., Rutgers and ASU: ~70K

Workload Issues

- 4/4 Teaching Load in A&S remains a crucial issue, and morale is extremely low.
- For the record: The Provost “tapped the brakes” on Dean White’s initiative to return to the historic norm of a 3/3 teaching load.

Family Leave for Teaching Faculty

- Tenured and tenure-track faculty receive 1 semester leave (per HR website: “to prevent disruptions in teaching”)
- Rostered Teaching Faculty, who do far more teaching, receive 6 weeks.
- The provost is aware of multiple concerns about family leave, but funds to remedy these concerns are not currently available.

**THE VISION THAT INFORMS THE WORK OF BFA-TFAC**

- “T1 at the R1” —first-rate teaching at a premier research institution.
- Reframing the Discussion: A Shift in Culture

[----- OLD: NTT Contingent -----]

[---NEW: “CORE FACULTY” ---]

	TTT Faculty	Teaching Professors	Contingent (P/T) Faculty
Teaching	YES	YES	YES
Research	YES	NO (YES?)	NO
Service	YES	YES	NO
Rostered	YES	YES	NO
Merit Pool	YES	YES	NO