

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

**Report of Activities  
Academic Year 20234-2025**

**Glenda D. Walden, Chair  
Approved Unanimously by TFAC at 4/22/25 meeting**

April 2025

The eight regular members of BFA-TFAC met monthly during this academic year. Kelly Parkes (chair of FAC) and Glenda Walden met regularly together and/or with Burke Hilsabeck from OFA to discuss matters of common interest. Burke met with Glenda and David Quigley from TFAC to discuss the matter of family leave for teaching faculty.

**KEY ACCOMPLISHMENTS**

Revision of TFAC charge

- All committee members worked diligently discussing and crafting the revised charge to reflect our guiding principles, alignment with BFA goals and priorities, and actions to be taken

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

- Background: <https://leg.colorado.gov/bills/sb23-048> and <https://www.cu.edu/ope/aps/5053> permit multi-year contracts for up to 5 years for Teaching Faculty
- Campus policy on the five-year contracts has been clarified and communicating this to individual units and teaching faculty is a work in progress. BFA-TFAC looks forward to collaborating with OFA and individual units on further clarifying, communicating, and implementing that policy.

Ongoing Communication with the Office of Faculty Affairs

- Background: In Spring 2024 BFA-TFAC made a concerted effort to improve communication with OFA and Michele Moses. While Dr. Moses expressed interest and effort in meeting with us, her schedule does not allow for regular meetings.
- Glenda Walden and Kelly Parkes (FAC Chair) met monthly with Burke Hilsabeck from Faculty Development. Burke followed up on a question about Family Leave brought to his attention by David Quigley from TFAC. Burke has expressed a willingness to meet with larger committees moving forward to hear about specific issues or questions.
- While not meeting with Dr. Moses is somewhat disappointing, Burke has been supportive and helpful.
- In the next academic year we hope to meet with Dr. Moses once a semester to discuss critical matters.

## IMMEDIATE ISSUES

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

- Policy, informed by TFAC input is shaping up with plans for full-time lecturers to be classified as “Teaching Associates” and offered 3-year, non-renewable contracts. At the end of that contract, they will either revert to less than part-time lecturer status (less than 6 units a semester), be offered a Teaching Faculty position, or be let go.
- Questions remain regarding where the funding for these full teaching lines will come from, the procedures and standards for evaluating Teaching Associates, and the hiring/appointment process if full-time lines are secured. Brief answers provided by Dr. Eggert left the committee with still unanswered questions and concerns about the treatment of these faculty, the possibility of actually converting to full teaching lines, and the logistical and financial burden of attempting to convert the deserving and necessary Teaching Associates to Assistant Teaching Professors in Fall 2028.
- Follow-up discussions with the office of Faculty Affairs and the Office of Administrative Affairs are expected.
- A meeting with Katherine Eggert to discuss these concerns in depth is proposed for summer 2025.

### Family Leave for Teaching Faculty—Steps forward from 2023-2024

- As mentioned in 2024 TFAC report: Tenured and tenure-track faculty receive 1 semester leave (per HR website: “to prevent disruptions in teaching”) while rostered Teaching Faculty, who do far more teaching, receive 6 weeks family leave with other funds available “concurrently.”
- David Quigley and Glenda Walden met with Burke Hilsabeck in March to discuss this.
- Follow-up communication from that meeting: Burke “confirm[ed] with the leave team: the use of the word “concurrent” is inaccurate in the policy, and they’ve started the process to amend APS 5062 to reflect that fact. In short, FMLA runs concurrently with paid parental leave (from the beginning); FAMLI runs *after* paid parental leave.
- Follow-up to follow-up we requested the language mirror that of TT faculty family leave policy unless there was an administrative reason why that could not be done.

## LONG-TERM ISSUES

### Salary Issues for Teaching Faculty -an ongoing priority

- Background from 2023-2024:
  - Entry level salary for AHUM, Asst. Teaching Professor with Ph.D. (4/4 load): \$52,000 (proposed change to \$60,000 for fall 2025 unconfirmed)
  - 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
  - In connection with salary issues the 4/4 Teaching Load in A&S remains a crucial issue for those faculty associated with high rates of burnout and low morale.
  - In 2019 the Provost “tapped the brakes” on Dean White’s initiative to return to the historic norm of a 3/3 teaching load.
- Actions included putting this focus into our revised charge and sending a representative (Glenda Walden) to sit on the Chancellor’s Faculty Salary Task Force. TFAC looks forward to working with the Chancellor and providing input on this important issue.

### Improved Communication Among Teaching Faculty and Lecturers

- This was discussed with Burke Hilsabeck who mentioned the possibility of a mailing list, and how closely guarded use of this list is.
- The necessity of utilizing this list to communicate policy changes (especially regarding 5 year contracts and promotion and reappointment guidelines and news that impacts teaching faculty) more regularly is a scheduled topic for discussion with OFA in the upcoming year (led by Adam Norris)

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

This has been handed down through the extensive work of previous TFAC Chair Rolf Norgaard

- "T1 at the R1"—first-rate teaching at a premier research institution.

- Reframing the Discussion: A Shift in Culture

Previous framing of Teaching Faculty: NTT Contingent

New Framing: "CORE FACULTY"

- Recognizing the Contributions and Participation of all 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