



Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

General Assembly Meeting Summary
Thursday, October 2nd, 2025

- Approval of 09.04.25 Meeting Minutes
- Presentation: AAPC Report on Vice Chancellor Katherine Eggert
 - Presentation by former AAPC members Deborah Cantrell, Susan Jurow, and Tim Kuhn
 - Evaluation was conducted using CU's Academic Leadership Institute competency model, with a survey that included open ended comments, and live interviews. Overall positive performance ranking with a belief in Eggert's strong visionary leadership and ethical integrity among other strengths. Areas for improvement include increased visibility & transparency of the type of work she does, time management for broad projects, and a suggestion to restructure some of her portfolio as it is too broad for one person to navigate successfully.
- Presentation: Chancellor's Task Force on Faculty Compensation
 - Presentation by Shelly Miller, BFA Immediate Past Chair, & Ann Schmiesing, Senior VC for Strategic Initiatives
 - **Presentation is an update, no decisions have been made**

- **Presentation: Chancellor's Task Force on Faculty Compensation cont.**
 - Task force presented preliminary findings, with focus on three subgroups: compensation levers and tools, teaching loads, and retention and tenure/promotion raises. *Task force was not charged with making recommendation on lowering or raising of teaching loads-just how teaching loads affect overall compensation.*
 - Initial findings show a need for standardizing access to data, benchmarks, & faculty specific compensation strategies. Investment in competitive salaries, compensation adjustments beyond annual pools, & implementation of common tools among other findings.
 - Additional data around teaching loads will be gathered through a survey at the Chairs & Directors meetings, and information gathered from that meeting will be integrated into the report which has extended its deadline into November for the purposes of closing the teaching load data gap.
- **Standing Committee Updates**
 - Climate Science Education Committee (CSEC) – Irina Overeem & Carol Cogswell
 - Discussed the ask from Chris Ewing's team to present on Scope 3 to individual units, and asked reps to reach out to their departments to schedule the presentations, or to volunteer to be part of the sustainability team to encourage units to create plans to reduce their Scope 3 emissions.

- **BFA Goals & Priorities**

- Based on feedback from BFA Reps both verbally, and through the BFA Priorities Feedback Survey, Academic Freedom has been added as a top priority this year.

- **Notice of Motion & Vote: Common Curriculum Faculty Working Group**

- David Paradis discussed the notice of motion which had gone out 9 days prior approved by ExCom to form a faculty working group to work with VC Eggert on developing learning outcomes & recommendations for the implementation of the Common Curriculum.
 - In order to vote for the working group, the bylaws had to be suspended as the motion had gone out in 9 instead of 10 days. The motion was initiated by Catherine Kunce and seconded by Steven Dike. Vote passed with a 2/3rds majority.
 - Vote for the working group was motioned by Bobby Benim, and seconded by Carol Cogswell, and passed with an affirmative vote of 47 and 1 abstention.

- **It Security Working Group Report**

- The working group's interim report has been posted on the website [here](#), and the group will present at the November assembly meeting. The BFA is waiting for the OIT response which was not delivered at the time of the meeting, but is now posted [here](#). Norcross will be working with Provost Ann Stevens, OIT and the BFA Working Group to broker a conversation between the three parties based on the report's recommendations.

- **University of Colorado Student Government (CUSG) Letter**

- John Masulit & Gianna Guido, both Tri-Exec's from CUSG presented a letter formed by CUSG discussing the concerns around the Coach McCartney statue, recognizing the statue would be placed regardless of concerns, and proposing alternative courses of actions to undo some of the harms that the statue will cause.
- Such actions included the statue being placed in a non-public/reduced visibility location, and establishing a scholarship for students, and awards for staff & faculty for those who contribute to community belonging on campus. Each award in the amount of \$1,990, referencing the year CUB won the national championship. The letter had already been endorsed by Staff Council and by BFA ExCom. Masulit & Guido requested for the BFA body to endorse the letter, Michael Ferguson & Catherine Kuncie motioned simultaneously, and Ernesto Acevedo Munoz seconded. Vote passed unanimously.

- Resolution to Establish a Mutual Defense Compact for Colorado Institutions of Higher Education to Defend Academic Freedom, Institutional Integrity, and the Research Enterprise
 - New Business brought forward by BFA Rep Deborah Palmer and BFA Ad-Hoc Co-Chair Jed Brown as well as brought up Lucy Chester, Guest, based on the White House higher education compact which had been sent to 9 universities, and is predicted to be sent out to more.
 - Palmer and Brown shared the above resolution document, which had been previously endorsed by the American Association of University Professors (AAUP) CU Boulder chapter, United Campus Workers (UCW) Colorado, and CWA 7799, and asked for the BFA to quickly endorse the resolution, which calls on the Chancellor, President and Board of Regents (BOR) to formally endorse and establish a mutual defense compact among all CO institutions of higher education.
 - Prior to the meeting Norcross had reached out to the Chancellor and President for a response and did not hear anything, however during the resolution debate VC Eggert received information from the CU System, which Norcross and Curtis were going to send out to reps, alongside the resolution itself.

- Resolution to Establish a Mutual Defense Compact for Colorado Institutions of Higher Education to Defend Academic Freedom, Institutional Integrity, and the Research Enterprise cont.
 - Palmer moved to suspend the bylaws, and then there was debate over if the resolution should be voted on in the meeting or sent out and gather information from rep constituents. Vote to suspend the bylaws passed by 37 in favor, no negative votes, and one abstentions.
 - Palmer moved to vote, Cogswell seconded, and Cowell motioned to make a friendly amendment to have the resolution and the system information sent out to BFA reps urging them to solicit feedback from there units or departments, and then to vote via Qualtrics opening on Saturday and closing on Monday.

Palmer accepted the friendly amendment and the vote, which was to send out the resolution alongside, the White House compact, and the information from the CU system and then to vote via Qualtrics ballot from Saturday to Monday passed with 37 affirmative votes, zero negative votes, and three abstentions.

- Upcoming BFA & Faculty Events – Save the Date!

- IAC Campus Athletics Conversation Series (CACS) second event is on October 21st at 12:30 p.m. in CASE E-390 titled “Beyond the Game: A Conversation with CU Student-Athletes”.

- Faculty Affairs Events

- Oct. 14th Preparing Your Sabbatical Application, 11:30-12:50 on Zoom. [Register Here](#)
- Oct. 15th Women+ Faculty Social at UMC 425, 9:30 – 10:30 (no registration).
This social hour aims to celebrate the lived and individual experiences and achievements of the Women+ faculty community. Our events are open to CU Boulder faculty and do not discriminate based on race, color, national origin, sex, age, disability, creed, religion, veteran status, marital status, political affiliation, political philosophy, pregnancy, sexual orientation, gender identity, or gender expression in accordance with state, federal, and Regent law
- Oct. 22nd Review and Support of Sabbatical Applications, 12-12:50 on Zoom.
[Register Here](#)