



# Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

## **BFA General Assembly**

### **Meeting Minutes**

*Thursday, November 6<sup>th</sup>, 2025*

The Boulder Faculty Assembly held a regular meeting on Thursday November 6<sup>th</sup>, 2025, in person at the CU Law School, Wittemyer Court Room, with a Zoom option. BFA Chair Alastair Norcross presided over the meeting. The meeting convened at 4:01 p.m. and was adjourned at 5:23 p.m. Please see the [CU-Boulder Today](#) news story on the meeting.

#### I. Welcome – Alastair Norcross, BFA Chair

##### a. Quorum, Call to Order, Announce Guests & Approval of Meeting Minutes

10.02.25

- i. BFA Chair Alastair Norcross called the meeting to order, quorum was met and the meeting minutes for the 10.02.25 Assembly were presented. Norcross asked if anyone objected to the minutes, seeing no objection minutes were approved with an affirmative vote of 31.

#### II. Presentation: Ann Huff Stevens, Provost

CU-Boulder Provost Ann Huff Stevens spoke to the BFA Assembly for around 10 minutes before opening it up for questions and discussion covering several key points around academic freedom, cybersecurity, and faculty compensation among other topics. She thanked members for their work and participation within the BFA and commented on the health of shared governance at CU-Boulder. She noted the concerns around academic freedom and the threats faculty and higher education face during this time, naming cases where faculty were targeted, but clarifying the cases she had worked with involved outside actors. She emphasized that she doesn't want any threats to change the work that faculty are doing, and emphasizing the importance of academic freedom by institutional leaders including herself. She urged faculty to seek out their unit leadership, deans and a [Scholarship & Safety Website](#) for advice or concerns. She discussed the challenging balance between maintaining academic freedom and cybersecurity needs that the university faces. She emphasized working together to find solutions that balance these essential needs. She outlined preliminary steps being taken including clarifying the process around exceptions and acknowledging that security is not a one-size fits all. Stevens also noted the work being done with faculty compensation, mentioning the BFA & Chancellor's Working Group on Faculty Compensation, and the challenges around competitive salaries, equity and retention. Questions revolved around compliance regarding lecturer title usage, and the budget model evaluation, and the Civil Rights Compliance Committee.

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### III. Presentation: IT Security Working Group – Jed Brown Co-Chair, Markus Pflaum Co-Chair, & Valerie Otero, Committee Member

The IT Security Working Group is made up of faculty members from a wide range of disciplines, all with computer expertise, who presented on their final report on campus IT security implementation and academic freedom concerns. Key concerns were around the Endpoint Detection Software, which logs file metadata and full URLs, and that such data is uploaded to Microsoft servers where the data is searchable systemwide, as well as the outsourcing of Linux server management to international companies. Other concerns included the security exception process, which requires a compelling business reason and approval from both the provost and the COO, which committee members shared that they felt is not a system indicative of academic freedom. The committee shared major concerns related to broad data sharing as part of the Joint Cyber Defense Collaborative. The data is shared with the Cybersecurity and Infrastructure Security Agency (CISA), which committee members feel raises concern around what kind of government access exists to faculty research data, noting that a number of CISA employees were recently moved to Immigration and Customs Enforcement (ICE). Recommendations by the committee included establishing restorative dialogue between IT leadership, faculty, and campus administration, ensure future faculty involvement in IT decision making, updates to OIT threat models to include academic freedom, establish clearer data use and disclosure policies and bring back Linux server management among others. The committee strongly encourages faculty to read the final report which can be found on the BFA website [here](#).

#### a. Response by Marin Stanek, Vice Chancellor for IT

Vice Chancellor for IT Marin Stanek responded to the committee and broader faculty, making several key comments during her time, noting her background of 25 years of experience at CU-Boulder. She emphasized her care and concerns for the issues raised by the committee, and noted that OIT comprises individuals, often graduates of CUB who work hard to support faculty and researchers. She clarified that security standards are not one-size-fits-all with 85-90% of campus who can meet secure computing standards, while 10-15% needing those exceptions providing examples of said research exceptions. Stanek affirmed that the university's data belongs to the university, and that Office 365 contracts are negotiation system-wide and tailored to enhance protections. She highlighted faculty members who currently sit on different IT governance committees, maintaining that it is possible to uphold academic freedom, while securing the IT environment. She noted many of the exceptions no longer require COO or Provost approval and expressed a desire to create a bespoke security plan, noting that when she has been invited to BFA meetings she has



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attended. Finally, she affirmed that they are listening and apologized and recognized that faculty not feeling that their voices had been heard or involved and welcomed the conversation around closing the gaps.

## Business

- b. Notice of Motion: Amendment to Bylaws and Standing Rules, Article VI, Section – Bobby Benim, BFA Parliamentarian

Bobby Benim presented a Notice of Motion to the representatives on proposed changes to the Bylaws & Standing Rules of the BFA. Owing to the new academic calendar, the first Assembly meeting would fall on the first Thursday of the spring academic year, which is also the first day of classes [January 8<sup>th</sup>]. In order to be in compliance, the motion proposes to adjust the language to be more flexible, and to allow for the Executive Committee to make changes to the schedule when needed, such as the example above. The second proposed change noted that a “special meeting” may be called by 5 assembly members but does not have a procedure on how voting would be conducted or how the meeting would be scheduled. The new language clarifies this process, providing language around the timeline of the vote and the meeting, asking for the proposal to be voted on during Assembly, or by electronic vote within 5 business days, and upon approval of said meeting, will be scheduled by the BFA chair to be held remotely. The notice of motion had been previously approved by the Executive Committee so it did not need a motion or second and will be voted on at the December assembly meeting. As this motion alters the bylaws and the standing rules it must pass by a 2/3rds majority instead of a simple majority.

- c. Notice of Motion: Resolution to Reject Loyalty Oaths – Alastair Norcross, BFA Chair
  - i. Faculty Senate/Faculty Council Updates – Alastair Norcross, BFA Chair

BFA Chair Norcross reversed order of items, sharing the Faculty Senate & Faculty Council update first to provide context to the notice of motion. On October 23<sup>rd</sup> there was a full systemwide Faculty Senate meeting, which President Todd Saliman addressed the faculty, followed by the system Faculty Council meeting. At the Faculty Council meeting two notices of motion were presented: “*Resolution to Establish a Mutual Defense Compact for Colorado Institutions of Higher Education to Defend Academic Freedom, Institutional Integrity, and the Research Enterprise<sup>1</sup>*” which mirrored the same resolution passed by the BFA in October, just with adjusted language for the Faculty Council, and the second resolution, “*Resolution to Reject Loyalty Oaths*” which calls upon the system to reject the federal “Compact for Academic Excellence in Higher Education”. Norcross shared that the debate about the two resolutions took up most of the meeting time, owing to some disagreement amongst members about if mentions of outside organizations such as the AAUP CU Boulder, UCW Colorado, and CWA 7799 counted as endorsing said organizations, or merely reporting on their public stances. Faculty Council will vote on both resolutions at their next meeting. Norcross presented a BFA specific

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version of the “*Resolution to Reject Loyalty Oaths*” and asked representatives to poll their constituents and ask how they felt about the resolution and its language. The notice of motion had been previously approved by the Executive Committee so it did not need a motion or second and will be voted on at the December assembly meeting.

## IV. New Business

- a. Resolution Against Surveillance in the Name of Security – Markus Pflaum, Co-Chair BFA IT Security Working Group

This resolution was presented by Markus Pflaum, on behalf of the BFA IT Security Working Group which states that the mission of the university cannot be carried out without protection of academic freedom outlined in Regent Law 5.B. and that current standards of the Secure Computing Standards for Computers (SCSC) pose a threat to academic freedom. The resolution asks for Chancellor Justin Schwartz to give full considerations to the recommendations laid out in the report. Pflaum motioned for the resolution to be made into a notice of motion and David Paradis seconded in person, and Deb Palmer seconded online. Representatives were asked to read the full report and the response, consult with their constituents, and then vote on the report at the December assembly meeting.

## V. Meeting Adjournment

- BFA Assembly AY25-26 [OneDrive Folder](#)
- Fall 2025 Zoom Link: <https://cuboulder.zoom.us/j/95641387139>

**Please note that questions from Zoom will be called on by the BFA Chair.**