

**Boulder Faculty Assembly
Grievance Advisory Committee
2025–26 Annual Report**

Committee members:

Steve Dike (co-chair)
Robin Bernstein (departed mid-year)
Javier Krauel
Markus Pflaum (co-chair)

Matters handled

* In 2025–26, the GAC advised several people who contacted us about their rights and protections as faculty members.

* This advice involved a variety of cases and severity, from meeting with faculty who were merely concerned that a PRR procedure against them was beginning, to faculty who received a PRR letter with no sanctions, to cases involving sanctions being appealed to multiple levels of the administration and even to the system-wide Faculty Senate Grievance Committee.

* All matters involved tenured or tenure-track faculty and were related to their research work or their leadership roles within their fields of expertise.

* The committee navigated complicated and novel cases that involved reports to the Provost's Advisory Committee and cases that were not limited to the PRR.

All materials relevant to cases will be kept confidentially and destroyed after the case is finished.

Outreach

The GAC continued, in a small way, its outreach efforts to try to make faculty more aware of the help we can provide and gather information about how the PRR process is working. We have made plans to renew this effort in AY 2026-2027, with presentations to the BFA General Assembly, to be coupled with a survey to gather data on how faculty perceive the PRR and what they would like to see change.

Communication with Administration

Committee leadership met regularly with Burke Hilsabeck for informal discussions about the situation of PRR and disciplinary matters on campus, to compare notes about how the process works. These conversations are never about specific cases, but rather about the general process.

Need to revise the PRR

The committee has continued to discuss problems with the PRR and with how it is being implemented by the administration. Discussions are underway for planned reforms undertaken next year through the BFA to reform the PRR. We will include information to the incoming GAC members as well as to the BFA Executive Committee in the coming year.