

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

**Report of Activities
Academic Year 2025-2026**

**Glenda D. Walden, Chair
Approved by email vote**

April 2026

The eight regular members of BFA-TFAC met monthly during this academic year for a total of 8 meetings. Regular members included Adam Norris, Tyler Landsford, David Quigley, Sharon Mar Adams, Jen Lewon, Chiara Torrani, and resource member Ellen Boering. Glenda Walden chaired. Glenda Walden met twice with Burke Hilsabeck from OFA to discuss matters brought to TFACs attention as well as a possible teaching faculty survey on perceptions of franchise and merit processes in their unit.

KEY ACCOMPLISHMENTS

Ongoing Communication with the Office of Faculty Affairs

- Burke Hilsabeck has been responsive to meeting and information requests. While we met less this academic year we did engage in regular email conversations on a variety of issues.
- For AC 2026-2027 we plan on meeting more regularly and reapproaching for once a semester meetings with Michelle Moses

Extensive Draft Policy Reviews

The committee reviewed and sent feedback regarding drafts of policy revisions for the "Religious Observances" policy, "Titles, Roles, Appointment, Evaluation, Reappointment and Promotion of Non-Tenure-Track Faculty in Teaching, Librarian, Clinical and Supplemental Positions" policy and "Faculty Salary Equity" policy. Each policy required detailed review and discussion and comprised the entirety of 3 meetings over the course of the academic year.

Matters brought to Committee's Attention Resolved and On-Going

- Differences between TT faculty and Teaching faculty Leave policies-Ongoing since 2023 when David Quigley brought this to the committee's attention. Glenda and David met with Burke Hilsabeck twice and Glenda followed up to ensure the policies did match and were reflected as such on the websites. See <https://www.cu.edu/employee-services/leave/famli-fmla-and-parental-leave/cu-boulder/tenure-and-tenure-track-faculty> and <https://www.cu.edu/employee-services/leave/famli-fmla-and-parental-leave/cu-boulder/9-month-faculty>. One remaining issue for follow-up involves parental leave which currently offers 18 weeks of full pay to TT faculty and only 50% pay to teaching "9 month salary" faculty.
- Use of Hire-Vue (AI assisted) in hiring process-David Quigley pursued this issue in partnership with other BFA Reps resulting in the discontinued use of this tool with numerous demonstrated and potential issues in efficacy and equity.

- Disparities between TT faculty and Teaching Faculty “phased retirement” options-brought to the committee’s attention by constituent. See <https://www.colorado.edu/asfacultystaff/personnel/policies-procedures/faculty-separation/retirement/phased> and <https://www.colorado.edu/asfacultystaff/personnel/policies-procedures/faculty-separation/retirement/standard>. After review and discussion in committee it was decided to pursue this in the following academic year. This will be discussed with Burke Hilsabeck in Fall 2026 along with parental leave discrepancies.
- RAPS to RLCs transition-Glenda, Sharon, and Serena Leland met to discuss questions and issues around this transition in the spring. Although this was put on hold, we will meet in the summer to pursue these issues in anticipation of the rapidly approaching transition.
- Faculty Salary Task Force results and discussion-After the release of the Faculty Salary Task Force Report the committee discussed and agreed that Teaching Faculty salaries were not given enough attention in the Task Force report and that a lack of comparable data was a serious issue in addressing salary equity for teaching faculty. This discussion was put on hold for policy review deadlines, however addressing the need for collecting such data is a possible priority for 2026-2027.
- Teaching Faculty Survey-After discussion among committee and with Burke Hilsabeck, we began creation of a survey to be distributed among teaching faculty regarding their awareness of departmental policies around participation in departmental and university shared governance, merit, reappointment, and promotion policies, and workload distribution. The initial draft of the survey has been reviewed but work will continue in Fall 2026.

Committee Priorities for 2026-2027

- The limit on Adam Norris’s tenure on the committee has left us without a necessary co-chair so election of one will occur in September or October of 2026. We would like to keep Adam on the committee as a resource member for this academic year.
- Follow-up on leave and retirement policies in first meeting with Burke Hilsabeck September of October of 2026
- New membership-Many of our existing members are up for re-election and we have several empty spots so recruitment and securing of a full committee is a priority for the early fall. Filling the tenure-track faculty position on the committee is crucial.
- RAPS to RLCS transition discussions should be settled by fall 2026 with necessary information and shared agreements regarding the well-being of the faculty who serve in the former and new iteration of this program and the administration of this for the maximum benefit to students and protection of faculty. This is related to follow-up on APS 5060 changes for lecturers to Instructional Associates.

- Teaching Faculty Survey-completion and distribution in fall, with analysis in spring resulting in resolution submitted to BFA late spring.

AS ALWAYS...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