



Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

Proposed

BFA General Assembly

Meeting Minutes

Thursday, April 2nd 2026

The Boulder Faculty Assembly held a regular meeting on Thursday April 2nd, 2026, in person at the CU Law School, Classroom 207, with a Zoom option. BFA Chair Alastair Norcross presided over the meeting. The meeting convened at 4:01 p.m. and was adjourned at 5:30 p.m.

Please see the [CU-Boulder Today](#) news story on the meeting.

I. Welcome – Alastair Norcross, BFA Chair

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

3.5.26

Meeting minutes were approved with 37 affirmative votes.

II. Presentation: Provost Ann Huff Stevens

Provost Stevens began by first encouraging faculty to attend graduation to celebrate the 150th anniversary and discussed a current project reviewing CU Boulder online and some vision sessions in the week following assembly for people to participate. Stevens presented her response to the Faculty Salary Task Force Recommendations and discussed how she was impressed with the work and recommendations in the report and is working on a written response although at the time of the presentation it had not yet been published. Steven also noted that as a member of leadership and at this stage in the process she is agnostic about collective bargaining but that she appreciated that resolution on establishing a task force on collective bargaining would focus on fact finding and reviewing the relationship between faculty governance and collective bargaining to help make the most informed decisions in this review process. She also urged that group to review data and information gathered by HR to assist in their process. Stevens walked through action items associated with each recommendation from the report but noted that the only item she wasn't going to directly address was overall philosophy, as each of her slides and next steps was a combination of said philosophy and they would work on a written version.

Key initiatives included a \$6 million-dollar strategic fund investment with a potential one-for-one match with schools over the next three years, creating an overall \$12 million dollar investment in salary raises, outside of the general salary raise pool. Stevens emphasized that this was a starting point and would not bring salaries up to parity but would be a substantial first step. She is working with the deans to prioritize use of funds for teaching and research excellence, but

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that there may be tradeoffs in the short term between salary increases and the level of hiring as movement is made to hit overall goals.

Other work includes the hiring of a Director of Faculty Compensation position in the provost's office, developing new policies and procedures on salary equity and HR Blueprint investments on faculty-specific expertise. Stevens discussed standardizing access to AAU faculty data, and that CU system has recently made available a faculty salary tile in mycu info and that her office have requested some refinements for user ease to be able to sort by departments and ranks.

Additional points discussed by Stevens noted the work being done to maintain competitive tenure and promotion increases, and her proposal for a system which uses both percentage and dollar scales to determine competitive increases without disadvantaging other departments. She's requested to increment the faculty actions pool by an estimated \$525K, and discussed the proposed increase, flat rate and the average increase in promotion bump across the different promotion levels. The chart detailing this information further can be found in the slide deck. Other steps discussed included faculty retention data and the work to improve tracking such data to help inform future retention offers and retention work, and communicating guidelines for supplemental pay beyond base salary, which are expected to be updated by the end of 2026.

Stevens will also be charging the deans this summer to develop and articulate a set of shared principles for determining teaching loads across all schools and colleges. Stevens ended her presentation emphasizing that this is a multi-year adjustment process and that there would need to be collective coordination in order to make process on these goals. Discussion and questions noted concerns around faculty from marginalized groups not negotiating on offers or advocating for themselves, and Provost Stevens emphasized that retention offer data among other data needed to be closely monitored for any potential equity issues. Other questions asked about teaching faculty and teaching load adjustments, considering inflation raises in annual increases, and retroactive adjustments for recently promoted faculty.

Presentation: Faculty Report of Professional Activities (FRPA) Update Project – Marin Stanek, Senior Vice Chancellor for IT, Ka Yong Kleiner, Director of Strategic Initiatives, and Crystal Gasell, Assistant Director Research & Faculty Systems

Stanek presented on the FRPA Update project with Kleiner and Gasell answering questions about the project. The project, led by the Office of Faculty Affairs (OFA) and the Office of Information Technology (OIT) is working to find a new vendor to provide a more modern FRPA program for faculty. Stanek walked through a timeline of the work discussing how in fall of 2025 the project was announced campus wide and they met with key constituent groups, including the ATC, the Executive Leadership team, Chairs & Directors, BFA ExCom, Dean's Council etc. Other 2025 work included data discovery meetings, peer research meetings with 3 other public R1 institutions, bi-weekly working group meetings, co-sponsor meetings and a project feedback form from faculty across campus. The Request for Proposals (RFP) yielded 8 vendors, and currently there are vendor demo sessions, with representatives requested from Deans, Research Institutes, RIO, and the BFA. Stanek discussed the tentative timeline from Spring 2026 forward

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which includes RFP evaluation committee, reviewing demo feedback, and selecting a final vendor. Additional future work includes pilot implementation with select units and testing tentatively scheduled in fall of 2026, and then campus informational sessions scheduled for Spring 2027, and a full campus rollout in the Fall of 2027. Questions and discussion asked for clarification on what information the feedback form was seeking, and questions about the current demos from vendors.

III. New Business

- i. VOTE: Calling for a BFA Collective Bargaining Task Force – David Paradis, BFA Chair-Elect

Paradis reminded attendees that this motion would establish a working group to study the intersection between faculty governance and collective bargaining, noting that the Denver campus has already formed a similar group, and that Colorado Springs is considering a similar path. He noted that such a group would look into how collective bargaining could potentially be complimentary to faculty governance, noting the work would be done over the summer. He also shared that Faculty Council is looking into a summer working group with a potential stipend involved with such work. This motion passed via Qualtrics ballot with 53 affirmative votes, 1 negative vote, and 1 abstention.

- ii. VOTE: Notice of Motion in Support of Collective Bargaining – David Paradis, BFA Chair-Elect

Paradis discussed how the second motion is a response to the Board of Regents requesting to hear faculty opinion on collective bargaining, and that a benefit of collective bargaining would be that the union would be able to lobby at the state house on behalf of the faculty for increased funding for higher education. This motion passed via Qualtrics ballot with 49 affirmative votes, 2 negative votes, and 4 abstentions.

- i. VOTE: Notice of Motion for Seats for CMDI – Bobby Benim, BFA Parliamentarian

Benim reminded those present about the motion, which would add six seats to the representative body so that all CMDI departments would have their own representative. Currently CMDI has 3, one representing Environmental Design, and two representing all the other majors. Prior to the merger with ENVD, CMCI as it was known, had two reps to represent all the departments. The motion passed via Qualtrics ballot with a 2/3rd majority with 50 affirmative votes, 0 negative votes, and 5 abstentions.

- ii. VOTE: Resolution to Postpone Deployment of ChatGPT Edu – Deb Palmer, BFA Member

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Palmer submitted an amendment to the motion which asked that instead of a postponement of ChatGPT for students, as was asked in the original motion, and has already been accomplished via an announcement by CU system delaying the rollout to students. The amendment instead called for ChatGPT edu to follow the same conditions and classification as Microsoft Copilot, to restrict faculty from sharing student work on ChatGPT edu until serious issues with the contract had been addressed, an ethical use policy was developed by faculty, and training on the model had been developed and approved by faculty. Due to concerns about the amendment changing the original resolution, a motion to table was passed with 40 affirmative votes.

iii. Notice of Motion: Motion to Update the Faculty Affairs Committee

Charge – Kelly Parkes, FAC Chair

Parkes introduced a notice of motion to update the FAC charge, which adds the work “and compensation” to the charge recognizing FAC’s role in providing feedback on faculty compensation, and the importance of a BFA standing committee reviewing faculty compensation. The motion also removed the word committee in a sentence where it was redundant, and added language that the FAC will coordinate with the Budget and Planning Committee (BPC) as needed on matters related to compensation. The motion will be voted on during the April 23rd Assembly.

iv. Notice of Motion: Recommendation to Establish Generative AI-Use

Guidelines and Resources – Janet Casagrand, ATC Chair

Norcross explained how the ATC was tasked by him with developing ethical use guidelines in anticipation of the original March 31st ChatGPT edu rollout and sought out feedback from many departments and subject matter experts as they could in building the guidelines. The committee created the guidelines and an accompanying FAQ, and presented them to the BFA Executive Committee, and [they now are on the ATC webpage on the BFA website](#). Norcross also noted he requested for the guidelines to be short to encourage the most amount of people to read them. He emphasized that it was a working document and a first step. Norcross then introduced the motion, which recommends the provost create an ongoing set of ethical AI use guidelines, using the guidelines and FAQ the ATC created as an example. Other recommendations include a central AI distribution site, professional development opportunities, utilizing campus governance groups, and a timely response to the above recommendations. Other recommendations include a suggestion for departments, programs or units to develop discipline specific ethical AI guidelines, recommends the university give preference to AI technology which is energy efficient, models committed to sustainability, and preference to AI models which limit storage of data from student, staff and faculty, do not use data from student, staff and faculty to train the AI model, and protective of such university data. The last recommendation states the BFA’s opposition to the use of AI tools to replace faculty, staff or student labor, increasing workloads so individuals are required to use AI tools to do their jobs, and AI-based decisions for hiring, reappointment, tenure, promotion, or termination. The motion will be voted on at the April 23rd assembly meeting.

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v. Notice of Motion: Proposed Changes to the BFA Bylaws and Standing Rules 2026 – Bobby Benim, BFA Parliamentarian

Benim introduced a notice of motion proposing changes to the bylaws and standing rules, the motion addresses six main issues designed to clean up outdated provisions, aligning the bylaws and standing rules with current practices and updating the language to reflect the officer structure. Specifically, one update changes the contradiction present between different article sections around the number of faculty who may serve in a specific unit. Other updates include restrictions around folks who have administrative appointments from being an officer or At-Large ExCom member, which was a previous change that was accidentally undone in a different update. Other changes update the language to reflect the new officer's structure and the name change of the Bylaws & Elections Committee, and removes the "Faculty Compensation and Benefits Committee" which has not been staffed in a significant amount of time. The compensation part addressed by this old committee will be covered by the changes to the FAC charge. This motion will be voted on at the April 23rd Assembly.

VI. Meeting Adjournment

- BFA Assembly AY25-26 [OneDrive Folder](#)
- Spring 2026 Zoom Links
 - February: <https://cuboulder.zoom.us/j/97742349747>
 - March: <https://cuboulder.zoom.us/j/98349519707>
 - April (3rd): <https://cuboulder.zoom.us/j/98453586971>
 - April (23rd): <https://cuboulder.zoom.us/j/95299274234>

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

Approved

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